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NOTES AND COMMENTS

ıture of the M.O.H.

THE annual report of the medical officer of health . . . is rarely discursive, often ll, and must not uncommonly go unread." ith this promising opening, DR. F. GRUNDY, .O.H. at Luton, has produced something w in reports to which none of his own ticisms applies. Taking the vital statistics Luton, not for an isolated year, but for the st half century or more, he compares them th the national record for the same period d uses the fascinating material so obtained basis for a philosophical—and practical—scussion of the future of public health edicine in general and of the health depart-ent in particular.

As might be expected, this long-term view ings out most effectively the astonishing op during the past half-century in the toll many of the transmissible diseases, with its sultant increase of from 15 to 17 years in the erage expectation of life at birth—an perience which leads Dr. Grundy to predict at "deaths from bacterial and virus in-ctions will ultimately be reduced to a small oportion of their contemporary number." hile paying due tribute to the influence of mmunology, chemotherapy, and other medical dvances in this improvement in national ealth, Dr. Grundy finds the main cause in ie general expansion of living standards: The contribution of medicine . . . has een mainly one of enlightening the people bout health matters, awakening the public onscience to conditions in their midst, and pening their eyes to what might be."

he Human Factor

F this view be accepted, it leads inevitably to a much wider conception of the functions of reventive medicine and the health department. n the 19th century, preventive medicine was ainly concerned with material agencies—ure water, safe refuse disposal, the control of uisances, and the abolition of insanitary ovels. Now, the medical officer of health as largely handed over those functions to on-medical specialists, and is able to turn nore to the human factors in the prevention f disease—diet, sunshine, holidays, working onditions, personal habits, mental health, nd family and social influences.

"The new study," Dr. Grundy writes, "emraces those factors in the physical, industrial, roup, and family environment which influence, r are presumed to influence, the course of iseases. The prevention of disease, hitherto he end, is but a beginning in [this] phase . . . vhich reaches out after the active promotion f individual vigour and well-being . . . ositive health is its sub-title, enlightenment y deliberate health education its instrument." Today, therefore, the medical officer of ealth is, or should be, less of a sanitarian nd more of a teacher. More and more is he kely to be relieved by other specialists of the anitary and curative duties which have made im an "omnibus officer" and left free to concentrate on this enlarged conception of environment and the notion of positive health, using teaching as his weapon.

His department will become a real department of *health*, with an effective statistical and research section, encouraging the provision of gymnasia, swimming pools, youth hostels, and camps, advising on the recreative and social activities of the community. His clinic will become a health centre in fact as well as in name—a family centre in which preventive medicine is integrated with social and physical pursuits, health teaching, films, and the dissemination of advice on keeping fit. "This kind of background activity," Dr. Grundy concludes, "may, indeed, be its greatest contribution to the welfare of the community by helping people to live healthily without fanaticism or concentration on health as something apart from their everyday lives."

It is a provocative and inspiring vision, and the Luton health committee is to be congratulated on having given it the wide publicity it has.

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A Sensible Rent Policy

FURTHER confirmation, were any still needed, of the expert contribution which local government officers can make to the problems of reconstruction has been provided by the Sanitary Inspectors' Association in a memorandum it has submitted to the Ministry of Health Committee which is reviewing the question of rent control. Clear, well-argued and packed with sound sense, the document is a model of its kind.

Basing its view on close practical experience, the Association urges that rent control must continue for many years after the war, if not permanently. It should be made the subject of a single consolidating Act, as simple as possible, with adequate publicity so that owner, landlord, and tenant may each understand the law, and its enforcement should be the duty of local authorities.

For unfurnished lettings, rent control should cover all houses up to a rental of £125 p.a. in London and £100 in the provinces. "Standard rent" should be the same as net rateable value (with a uniform system of determining rateable value) but the permitted rent should be based on the condition of the premises. Local authorities, it is suggested, should classify houses into three grades—fully fit for habitation and qualifying for a permitted rent double the standard rent; unfit but capable of being made fit, and carrying a permitted rent 50 per cent above the standard rent; and unfit and incapable of being made fit, for which only the standard rent would be allowed. This would encourage owners to make and keep their properties in good condition, and would allow them sufficient income for the purpose. Houses would be inspected and graded on the application of owner or tenant, and in any case not less often than once every five years. With these proposals the Association couples the setting up of Rent Tribunals in each area, with power to fix rents and hear disputes.

Ending "Furnished Rooms" Ramp

FOR furnished lettings, the memorandum proposes a detailed definition of the term "furnished" to cover essential furniture and equipment, the Rent Tribunals having power to decide whether this is adequate. Rent of furnished rooms should be made up of a charge for accommodation relative to the rent of the whole house and a charge for furniture and equipment which, it is suggested, should be double the charge for accommodation. Sub-letting should require the consent of both the owner and the local authority, and the principal tenant should be required to inform the owner of the rent charged for rooms sub-let. It should be an offence to advertise furnished rooms at an excessive rent, and failure on the part of principal tenants or sub-tenants to keep premises in clean and satisfactory condition, as certified by a sanitary inspector, should entitle the owner or landlord to obtain possession.

Apart from this, and subject to a right of appeal to the Rent Tribunal, sub-tenants should have the same security of tenure as principal tenants.

While favouring, as a means of increasing his civic responsibility, the principle that the tenant should be directly responsible for paying his rates, the committee feels that this is more a matter for financial officers.

There can be no doubt that, however ambitious the plans and however great the achievement of the Government, local authori-

ties, the building societies, and private enterprise in rehousing Britain after the war, many millions will be compelled, for some years at least, to live in rented premises, both furnished or unfurnished. All with experience of the intricacies of the present law, of the deficiencies of both landlord and tenant, and of the bickering, squalor, and unhappiness they produce will, we feel, applaud these straightforward and sensible suggestions.

Why do Districts "Go Down"?

CLOSELY related to the problem of rent control is that of obsolescence. Why is it that in some areas property deteriorates more rapidly than in others? What causes a district to "go down"? Can anything be done to check this process? Is there an optimum life for a house, and can it be extended? What should be done about the obsolescent house? These and similar questions, all pertinent today when so many live, and must for long continue to live, in decaying neighbourhoods, have recently been examined by P.E.P. (Political and Economic Planning). The most obvious form of deterioration, of course, is in physical structure; the rate of obsolescence from this cause varies according to the soundness of the construction, and it is not possible to fix a general age limit to all houses. Another important factor is a rise in standards; houses without bathrooms, for instance, are today out of date, though in the 'eighties a bathroom was regarded as almost a luxury. Such houses, however well-built otherwise, are today refused by upper and middle class occupants, but those in lower income groups cannot be so exacting: P.E.P. mentions a sample of 7,000 London working-class dwellings of which, in 1937, only ten per cent. had bathrooms.

Another factor is change of social habit, such as the employment of servants. The large Victorian house needed a domestic staff to keep it habitable; such a house is today seldom occupied by a single family but is turned into flats or maisonettes. Surroundings may change, too; a main road formerly "select" may be used by tramcars or its attractions may be ruined by a factory or shops. But the houses themselves do not fall out of use; with or without adaptation, they are taken over by poorer occupants.

Rehabilitation Needed

HOUSING obsolescence, of course, lies behind all demolition and replacement work. Slums are the extreme example, and their removal is the most spectacular form of tackling the problem. Not until 1930 was any serious attempt made to cope with the slums, and in the six pre-war years 242,000 houses were demolished, 273,000 new ones erected in their place, and a further 35,000 approved.

Generally, however, there has been a surprisingly small amount of replacement of old houses; many of us still live in out-of-date, sub-standard premises. In an endeavour to explain this, P.E.P. remarks that a house, "unlike most other things with a money value, is a consumer's good for the occupier and a capital good for the owner." The working-class family has been unable to afford enough rent to induce investors to put their money into housing on a decently high standard, and for this reason the State has been forced to subsidise a proportion of working-class houses. High interest rates, the high price of land, and the heavy cost of building immediately after the last war, all militated against rents falling to a reasonable level. The other more remunerative uses to which land, especially in built-up areas, can be put, have been a further factor operating against the construction of new houses.

Immediately after the war, says P.E.P., a drastic policy of demolition, however desirable, will be impracticable; instead (in addition, of course, to the construction of new houses) there must be rehabilitation on a large scale. New methods should be considered, such as treating a block or area as a whole, thus economising in labour and materials by using large-scale operations, prefabrication, etc.

Aid for the Blitzed

NOTWITHSTANDING the cover given by the war damage insurance schemes, many of those "blitzed" have suffered severe hardship not shared by their more fortunate neighbours. Even when they have found an alternative home at no higher price or rent, many have been compelled to continue paying mortgage interest on the damaged home at the old rate—a payment for which there is no compensation. Now, the NALGO Building Society, which only a few months ago announced big concessions for all borrowers—including an increase to 90 per cent of purchase price or value in the amount on which it will advance mortgages, and a reduction to 4½ per cent in the rate of interest charged—has come to their rescue. In future, every "blitzed" borrower will need to pay only 2½ per cent interest on his mortgage, and this rate—retrospective to the date of damage—will continue until his house has been repaired or until the War Damage Commission has settled the claim. This substantial concession demonstrates again the value of belonging to your own Building Society.

Experts in the Public Service

"WHAT is an expert?" was the first question to be tackled at last month's conference on "The Expert in the Public Service," organised by the Metropolitan Area Education Committee of NALGO along with the Institute of Public Administration and the Institution of Professional Civil Servants.

The meaning of the term was soon narrowed down to mean a specialist, such as scientist, doctor, lawyer, engineer, or other professional man or woman. Many speakers, however, pointed out that an administrator was equally an expert in his own line, one even arguing that administrative expertise was the most important of all. It was widely accepted that into all directing technical jobs an important administrative element must enter; the "higher-ups" among the technicians must exercise judgment about priorities, allocation of man-power, the use of financial and other resources, and soon—all of which are essentially administrative jobs.

In the civil service, it was argued, the specialists do not have enough opportunity of getting their advice through to the highest levels—generally the departmental Minister; they submit their reports to administrative officers who may or may not support them, sometimes on grounds which the specialists consider are outside the scope of officers untrained in the technique involved.

More Team-work Needed

LOCAL government adopts a different plan: most departments dealing with technical matters are presided over by a professional expert, who controls all branches of the work, though assisted by administrative as well as technical advisers. Discussion of this matter brought out some severe strictures from local government speakers on the "semi-feudal" powers exercised by heads of departments, who might override the technical advice of their subordinates even on their own subject. A strong plea was made for a team method of organisation, embracing representatives of the various professions as well as administrative officers; this method, it was said, had been adopted in the preparation of the London Plan, which was the product of a group rather than of the one or two men at the top.

Ultimate decisions on policy, it was generally admitted, must be taken by laymen, whether ministers in central government or councillors in local administration. They needed, however, the most informed and best-balanced advice; for this reason, no significant group of staff should be excluded from the most direct contact possible with those they advised. Prof. Levy remarked that the principle of joint production committees, sound and widely accepted in industry, was equally applicable to the public service.

A vital consideration, though incidental to the main line of the debate, was the importance of seeing that the science (or art) of administration was adequately taught.

A paper by Mr. Arthur Collins on the value of the outside consultant in local government aroused some criticism. If such experts were needed at all, in supplementation of the permanent staff of local authorities, it was held, it should only be in rare circumstances when matters of major dimensions and great novelty were projected; otherwise the senior officers of the authorities would be discouraged at seeing the best jobs handed to outsiders and would untimately tend to drift into other employment.

Manchester's Film

MANCHESTER is making fine progress with its plan for a big civic film designed to "further the aims of democratic control and good citizenship." At its meeting last month the city council agreed to appoint Paul Rotha—producer of that documentary classic, "World of Plenty"—as consultant and to give him the task of preparing the treatment and "shooting script." This work should be completed by September, and if the council then agrees to proceed the film will be shot during the following nine months and completed by the winter of 1945. To assist Mr. Rotha, a group of officers has prepared a suggested treatment. All we have seen and heard indicates that this film will be a magnificent production, of value not only to Manchester but to the better understanding of local government by citizens everywhere. But Manchester's example will not, we hope, be isolated. Birmingham has embarked on a similar scheme. Surely Liverpool, Sheffield, Leeds, Glasgow, Cardiff, are not going to be left behind! And what about films showing the work of the county councils, the local government of rural England, the history and civic achievements of our ancient country towns? Could not the associations of local authorities get together and produce a comprehensive film picture of the whole field of local government? The material is limitless, the dividends, in quickened civic interest and livelier public understanding and co-operation, incalculable.

No "Pay as You Learn" for Nurses

NALGO has withdrawn from membership of The Royal College of Nursing Reconstruction Committee, of which Lord Horder is chairman, as a result of the recommendation in its recently issued report that, as a general rule, the student nurse should be required to pay for her training. In a letter to the secretary of the Royal College of Nursing, the organising secretary explained that the National Executive Council could not agree with this proposal and wished publicly to dissociate itself from it.

Readers will recall that we criticised the recommendation in commenting on the committee's report in the February journal, pointing out that it would tend to create two classes of student nurses—an "aristocracy" who had paid for their training and a "commonalty" who had been assisted by scholarships and grants—to the detriment of the profession.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered opinion of the Association.

Experiment in Democracy—Citizens Asked What Sort of Town They Want

By Councillor T. W. R. PROCTER, F.C.I.S., F.L.A.A., Chairman, Weston-super-Mare Reconstruction Committee

The need for all engaged in local government to discover what the people they serve are thinking, and to ensure that their actions are based upon popular demand and have popular support, is a main plank in NALGO's public relations policy. Councillor Procter here describes how his council has translated that axiom into fact.

WESTON-SUPER-MARE has been brought into the limelight lately by national Press reports based upon the official invitation from the town hall to local organisations and individual ratepayers to submit ideas upon reconstruction. Fleet Street has called it "An Experiment in Democracy," but to us who are actually concerned in local government, whether as officers, aldermen, or councillors, it is much more than the attractive "stunt" which readers of national newspapers might imagine.

Our experiment has three main purposes:

1. To serve democracy by ensuring that post-war planning is based on popular demand and support;
2. To re-create public interest in civic affairs; and
3. To create an electorate sufficiently enlightened to vote wisely, if and when the Government seeks a mandate upon the vexed question of local government reform.

It might be argued that a democratically elected local authority should know what its public needs. But the task of reconstruction is taking place in special circumstances. There have been no municipal elections, for instance, since 1938 and rarely in this century has opinion changed so markedly as in the 5½ years since then. Have we, as councillors, moved with the changing opinion, or are we still attempting to act on the mandate given us in 1938, "in" as one journalist has put it, "a very different kind of world"? And what of the co-opted members of local authorities: how are they to know if they really represent the views of ratepayers who have never had the chance of expressing those views at the ballot-box?

These questions came into my mind when my colleagues elected me chairman of our reconstruction committee. I knew that we could decide on a policy, and I felt confident that the expert knowledge of our officers could build on that policy a very sound scheme, but I did not know to what extent the ratepayers would approve that scheme. They might wish an entirely different future for their town.

Questions for the Citizen

There is more in post-war planning than the mere replacement of blitz damage and the provision of more houses. Weston-super-Mare, as a resort, has an individual problem. Should we plan on "popular" lines with "all the fun of the fair" and so on, to provide a trippers' paradise; or to attract long-term visitors; or for a winter season; or as a rest and recreational centre in collaboration with medical authorities; or principally for residential appeal? Should we encourage light industries? In addition, there are the questions which concern every town: should we seek to develop communal activities and cultural entertainments, and to what extent should the council seek the co-operation of private enterprise?

Unless we could ascertain the opinion of residents on these matters, I felt our planning might savour of local dictatorship; it could not, without such knowledge, be democratic planning.

At this stage, study of the recent history of our town revealed a sorry story of apathy in public affairs; local elections with no more than 30 per cent of the electorate voting had not been uncommon.

The dangers of apathy are well known and, like other authorities, we have suffered many of them. It was clear that a plan to awaken public interest in civic affairs was essential if we were to attain a happier municipal future.

This brings me to the third point—local government reform. If there must be reform, I felt, the electors must be sufficiently closely in touch with us to understand what was happening and to formulate opinion likely to have an effect on national trends.

As I see it, anything in the form of "Regionalisation" would increase public apathy by removing local interest; it would destroy local, civic patriotism which, directed into desirable channels, can be a potent progressive force.

My conclusions were, therefore, that these three points all demanded one course of action—to find out what the public was thinking. There was only one way of doing that, and we adopted it. We invited every local society and organisation in the town, and every branch of the civil defence organisation, to submit their ideas on reconstruction. Later, the invitation was further extended to all ratepayers.

Hundreds of Suggestions

It is too early yet to assess results, but "interim progress" is remarkable and exceeds all our hopes. There have been many hundreds of individual suggestions, and reports from organisations are now coming in; every suggestion, from individuals or organisations, is being acknowledged.

The suggestions are being tabulated and sent to the various committees of the council, each of which has been invited to contribute, within its "terms of reference," its own suggestions on reconstruction. The reconstruction committee will thus have before it the views of all other committees, and from these the final report will be built up.

A feature of the replies is the almost complete absence of frivolous or "impossible" ideas.

There has been enthusiastic support from the local press, which in itself is having a good effect in creating interest. In addition to the reports in the national and provincial press, magazines and commercial publications have noticed and commented favourably on our experiment.

Going back to my three points, I can now report at this stage as follows:

1. We have many new ideas to indicate how public opinion has changed;
2. There is probably more enthusiastic public interest in civic affairs today than for many years past; and
3. Already it is definite that local opinion wants the retention of its own local authority.

On this latter point, my committee last September sent the following resolution to the Association of Municipal Corporations, the Prime Minister, Sir William Jowitt (then Minister in Charge of Reconstruction), Mr. Ernest Brown (then Minister of Health), and Mr. W. S. Morrison (Minister of Town and Country Planning):

"That this Council, whilst fully appreciating the excellent work performed by the Association in respect of the approach to H.M. Government on the question of local government reform, is of the opinion that the best interests of local government would be served if the Associations representing *all* local authorities would combine with the organisations representing the various departments of local government, such as the professional societies representing the town clerks, borough treasurers, borough engineers, and medical officers of health, N.A.L.G.O. and any other body whose knowledge of local government would enable it constructively to contribute to the whole, with the object of producing a joint and unanimous plan, as it is felt that this would not fail to receive every possible consideration from, and be of considerable value to the Government."

It was also resolved: "That the A.M.C. be urged to call forthwith a meeting of the representatives of the aforementioned bodies and organisations with a view to early preparation of such a joint plan and that H.M. Government be informed of the action being taken."

Civic Interest Aroused

We have already received a fine report from the Trades Council, representing trade unions with members in the borough, and other reports are imminent from the Chamber of Trade, Rotary Club, Ratepayers' Association, wardens' groups, police, etc., and from a standing conference representing twenty local women's organisations.

The response of the women's organisations was particularly encouraging. To several of them, our invitation caused some embarrassment: "How can we make useful suggestions," they asked, "unless we understand how local government works"? The answer was soon forthcoming, for from the ranks of the women sprang natural leaders who answered: "We'll find out how it works."

These pioneers called a delegate meeting representative of all women's organisations and this was established as the Standing Conference of Women's Organisations. It organised a two-day conference on public affairs at the town hall, during which the delegates, four from each organisation, were addressed by the town clerk, the borough treasurer, the medical officer of health, officials from county organisations, the clerk to the justices, and councillors. The talks covered every branch of public administration and discussions and questions followed each. Having learned "how the wheels go round," the delegates reported back to their individual organisations, each of which has formed its own reconstruction committee.

Pooling Town's Best Brains

The findings of these committees will be reported to the standing conference, whose members will merge it into a report for submission to the town hall. In this way the local authority will have accurate knowledge of the opinions of the members of every women's organisation in its area—most valuable information. Moreover, the activity has quickened interest throughout the town since the local press published excellent write-ups and photographs.

To the chief officers of the council and to many of my colleagues I am greatly indebted for magnificent co-operation and support. They have made speeches and faced barrages

(Continued at foot of next page)

Health Plan Points Way to Bigger Local Government Areas

By J. H. WARREN, M.A., D.P.A., Town Clerk of Slough, and Chairman of the NALGO Reconstruction Committee

I DO not propose to debate the need for a comprehensive health service; that will not be questioned by the local government officers who read this journal. The White Paper outlining the Government's proposals for such a service does not go out of its way to stress the deficiencies of present arrangements, but its admirably clear account of them, in Appendix 1, enables anyone with a little imagination to see what an ill-coordinated and uneconomic patchwork we have to-day, and how seriously it fails, at many points, to meet social and human need. The local government officer, drawing upon his direct experience, could paint some of these deficiencies in less colourless language and might not agree with its opening statement that "the record of this country in health and medical services is a good one." A judgment of this kind should measure what has been done in the light of the need to do it, and of the time taken to do it, even partially. This country was the first to undergo the industrial revolution; and nowhere in the Western world was its impact so unrestrained or so destructive of human health and stamina, nowhere have its effects been prolonged through as many generations, as here. In the face of a situation such as this, 150 years seems a long time to have taken to build up a service still lacking in so many important respects.

As the Report points out, the personal health services arose no earlier than the opening years of the present century. Even so, they might have been much better but for the Geddes and Ray "economy" campaigns after the last war. These not only removed any hope of applying the Dawson and McAlister Reports, putting forward recommendations for a comprehensive service as long ago as 1920 and 1921, for England and Scotland respectively, but did incalculable harm to the nation by cutting down the existing services. The White Paper has nothing to say on this phase of the history of public health in Britain. Local government officers could say much on it, as many of them did at the time, and I am sure they will be as vocal again, if need be. They will, I know, do everything they can to support the Minister of Health in bringing a scheme of the kind outlined in the White Paper into operation at the earliest possible moment, and on the highest levels of efficiency.

The Editor has invited me to comment on the administrative aspects of the Government's plan, and their bearing upon local government; and I must therefore pass by most of the questions raised by previous commentators, such as the position of the voluntary hospitals in the scheme, the apparently retrogressive proposal to allow general practice partly on a public and partly on a private basis, and the absence from the scheme, noted by Dr. Banks in his article last month, of proposals for "more positive" measures of public health. There are assuredly features in the scheme, or omissions from the proposed comprehensive service, which most local government officers will regret. Some of us may think that its administrative aspects could be improved. We must, however, recognise that the Government has to live in a real world. None of us must jeopardise a scheme as big as this by riding his own hobby-horse. For my own part, I hope that nothing I have to offer as criticism will disguise my belief that there is really not a very wide choice of administrative alternatives if a plan so wide as this is to be introduced quickly, and that on most important administrative issues the White Paper takes the right line.

Relying on Local Government

The big administrative decision behind the plan is the decision to rely on "the well-tried agencies of local government" for a scheme of this magnitude. Complementary to this decision is that to rely on normal ministerial responsibility to Parliament, with the usual Parliamentary controls, for the central responsibility for the new service. These two basic features of the plan represent a turning away from the alternative idea of administering the service through some kind of public corporation—an idea which was very strongly advocated for a time in some quarters. The Government has made the right choice here. There are spheres in which I believe the public corporation to be the best medium of public administration, but it had never struck me that a health service was one of them. The public corporation is a feasible, and is potentially perhaps the best, instrument of public administration on a national scale when the job to be done is a managerial or technical one on a business basis, with practically no elements of "policy"; or when the risks of political interference, and the effect of that interference, would be so great that the use of ordinary State mechanism is unthinkable. I do not visualise the medical service as in either of these catagories. Apart from this, I feel that some of our public corporations, though not all, have failed to implement the principles of Measurement and Publicity, which are the ultimate guarantees of efficiency and economy in administration (private as well as public). In consequence, I cannot regard the public corporation as a universal recipe for the administrative new Jerusalem. In the central sphere of operations it is no less prone than the ordinary mechanism of the State to develop an insulated bureaucratic type of working. In the local sphere it cannot compare with local government in its responsiveness to citizen-need and public control and criticism.

Applauding, as I do, the decision to use "the well-tried agencies of local government," I was sorry to see Dr. McWilliam conclude his excellent article last month by an assertion that local authorities, under the Act of 1929 had had the opportunity to introduce a comprehensive medical service and missed it. Some have admittedly failed to achieve the re-orientation of the old poor law hospitals to wider uses which is signalised by the act of "appropriation," as it is called. Surely, any failure to do this, (and space compels me to forgo any argument in excuse), is an immeasurably less thing than failing to undertake a comprehensive new service. The 1929 Act gave local authorities no such opportunity. If it had done, some, at least, would have taken that opportunity.

The main administrative problem which arises in accommodating a comprehensive health service within the local government system is that a full hospital and consultant service requires an area transcending the large units of the present structure, i.e. the counties and the county boroughs. The White Paper proposes to overcome this difficulty by grouping counties and county boroughs into wider areas of suitable size, and providing, in each of these, a new joint health authority, comprised of representatives of counties and county boroughs—constituted, that is to say by indirect election. This joint authority incorporated as a joint board and becoming, therefore, a separate legal entity, will plan the whole of the services over the combined area and will itself directly administer the hospital and consultant service. Normally, the counties and county boroughs will be left to administer the remaining portions of the service including the general practitioner service and such clinics, etc., as are not essentially outposts of the hospital and consultant service and so directly administered by the joint authority. Boroughs and districts will not be authorities for any part of the scheme, and only in one instance do they appear to be contemplated as agents, i.e. for the non-institutional aspects of maternity and child welfare if they at present exercise such powers.

Major Change in Structure

The proposal to establish the new wider areas by a combination of the counties and county boroughs, and the new joint authorities for such areas by a system of indirect election from the constituent councils, is claimed by the White Paper to be the best administrative solution immediately practicable. It is a solution based on the assumption (now Government policy, as recently declared by the Prime Minister) that it is impracticable to carry out now a major reconstruction of local government machinery which might ideally suit the needs of the future.

The local authority associations will feel that the scheme is another example of piecemeal modification of local government machinery which may prejudice its future all-round efficiency. Nor will it in this instance be open to the Government to say that there is merely a disturbance of functions, and not structure, since the joint board in the past has been a device for occasional use, whereas now it is to be an intrinsic feature of the general structure. If, as seems likely, similar arrangements are required in other services whose development is a matter of urgent social policy, the system of local government will have been radically

Experiment in Democracy

(Continued from preceding page)

of questions at all sorts of meetings and their enthusiasm in combining their expert knowledge with the new evidence of public demand is adding zest to the tasks ahead.

I honestly believe that in this town we are pooling our best brains in the service of the community and that outstanding results should be achieved. Our latest scheme is an endeavour to create 18 civic groups, three in each of the six wards of the town. Each group will be fostered by a councillor, thus affording valuable contact with the local authority, a direct link with the council—but that is another story.

The future of our nation, and the future of each town in it, is dependent upon the enlightenment of the electorate. Whatever our individual political beliefs, it is now apparent to all that in recent years the democratic nations have been paying the penalty for the apathy of their electorates in the years between two wars. Democracy can never flourish unless governments and councils are elected by people who know what they are doing, and why, when they put a cross on a ballot paper.

It is for us to strive to interest them in public affairs, to let them know that we do not want to be a class apart, but executives working for them and with them, responsive to their wishes, helping always the evolution of mankind toward a richer, fuller, and happier life. The best administration is that which is backed by good, sound, public opinion.

Local Government Reform Needed Before Plan Can Work

By Miss A. D. BAXTER, formerly an Officer in a Health Department, now Almoner in a Voluntary Hospital

NEVER did such cold wind blow on or such hot air surround a premature infant as has done about the White Paper on a National Health Service.

Premature? Yes! This descendant of a long line of contributory schemes, evoked by unmoneyed talent, has arrived before its long expected cousin, local government reform, and without its twin, social security. What are its expectations of life and growth?

It—or something like it—was wanted by the schemes' contributors, but perhaps not by their anxious godmothers, who saw in its birth danger to their carefully nurtured god-daughter. It—or something like it—was wanted by talent champing at the unsilvered bit, but perhaps not by talent grown mellow and restful. Its foster-father, the state, defends it vigorously—but one gathers from the April pages of LOCAL GOVERNMENT SERVICE that its foster-mother, local authority, regards it doubtfully as a puny child, exhausting to its nurses and with but a poor chance of reaching significant maturity.

How different would have been the outlook had a refreshing reform invigorated local authorities!

Local government officers do not need to be reminded of how uneconomic and unpractical are some administrative areas. If they remember that a group of Parliamentary "rebels" was recently chided for putting the cart before the horse in desiring equal pay for equal work in one profession before discussing and approving the principle in general, they may wonder why the chiders suggest regionalisation for this proposed service before clarifying their ideas on local administration.

Many officers must have borne with popularly elected but untrained and unknowledgeable councillors in hours devoted to discussion of gossipy details of house-letting, salaries, discipline, grants of relief and assistance; witnessed their delight in a nice, new, shiny sterilizer and marvelled at their unshaken determination not to instal a bigger boiler to raise the pressure necessary for its use; and seen them sit mute while state-framed proposals concerning local services wafted away their claim to constitute a local authority. The discipline exercised by the state over local authorities has not recently been that of the head of a family satisfied with the co-ordinated and intelligent action of each of its members, but (and not without some reason) rather that of a harassed parent dealing with a mob of unruly and unreliable children whose every action must be prescribed and whose spendings must at all costs be controlled and guided.

The critics of control by state and local authorities are aware of this situation and fear its application, with detrimental effect, to the medical and health services. Criticism comes mainly, I think, from highly industrialised areas in which are the large voluntary hospitals, and which are particularly affected by the White Paper, but where voluntary service on local authorities is not in high repute. Much of this criticism could have been avoided had the White Paper been properly timed.

Does this criticism of the quality of the councillor to whom—according to the White Paper—the regional control of the national health service is to be thrown, constitute a condemnation of democracy? Surely not! Just as councillors may not appoint an unqualified man to be their medical officer, an uncertificated man to be their schoolmaster, or a Gamp to superintend their midwifery service, may not electors be limited in their choice of representatives to men and women who have proved themselves knowledgeable in the service they aspire to administer!

Transitional Scheme Wanted

Until we have set our town halls in order, I would prefer a White Paper to be concerned with a transitional scheme to provide a more comprehensive emergency medical service. As it is, it can hardly claim to be a plan for a national health service. Consideration of the latter should be postponed until the state, local authorities, hospitals and the medical profession have each refreshed and reinforced their personnel, exhausted by war conditions. Your April contributors are apparently aware of faulty timing. Dr. Banks refers to the joint area authorities as a matter which will have to be looked at in relation to other local government arrangements, and Dr. MacWilliam to the setting up of joint authorities as a temporary device. Mr. Broomhead, in his vigorous article, suggests an alternative to the premature granting of regional control to unreformed local authorities—the setting up of a regional council representing local authorities, voluntary hospitals, and the universities.

The voluntary hospitals see in this puny, hungry infant a drain on their own nourishment, a threat to their adventure and enterprise. Some—not all—are as tragically unwilling to co-operate as are some local authorities. Many of their present troubles have their origin here. In their pride and strength, many of them made their contributory schemes as moats round their castles rather than as canals to supply and unite them. In some areas, a man living, working, and rearing his

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anged. Large fields will have come systemcally under a system of indirect election. is may be good or bad, but it is a major ange which, the associations will say, should t be "introduced by a side wind." Of more nsequence, to my mind, is the prospect t services which were formerly under ified control, with advantage to economy d co-ordination, will in future be separated. With the local authority associations, I erefore see great danger in piecemeal anges. The present situation might have en avoided with a little more foresight responsible quarters. But I do not see y escape from it. Although I am associated th a plan for the future structure of local vernment which would require a new marcation of areas, and although I believe at neither county nor county borough undaries as they exist to-day reflect the reirements of administration, either for public alth or for other services, I do not see how can spend several years in demarcating w areas and providing a new type of large thority before we introduce expanded social rvices.

If the existing structure has to be bent and retched to accommodate new area requireents, the best we can do now is to see that is bent and stretched to something like the ape we would have it take in the future. he process now going on, and which, I have doubt, will be carried further before long, ems to me to be bending the structure into mething very much like the shape of the A L G O Reconstruction Committee's proosals; and I am not therefore as disturbed er the situation as others may be.

irtues of Indirect Election

The question, then, to my mind, is this: Is he Government's solution the best one now racticable? It is certain to be opposed in me quarters because it introduces the prinple of indirect election. I put on one side he argument that this principle is "undemoratic," because I think the argument is meaningless. The important objections are he administrative ones. Indirect election ertainly breaks down the intimate tie between he consumer, directorate, and management hich is characteristic of the present local overnment system, and which is largely responble for its efficiency and responsiveness to ublic need and control. It is, however, better han the alternative of forming a directly lected authority over a wide area. Experience as shown that bodies directly elected, to run ne service only, attract little interest and eteriorate in consequence. The principle of ndirect election should also secure that the ersonnel of the new joint authorities will be rawn from councillors already experienced to ome extent in administration, and all the more uitable, therefore, for a body charged with he responsibility of planning a new service.

My chief criticism of the plan is that it ivides administration between the joint uthority on the one hand, and the counties nd county boroughs on the other. Dr. Banks ave some specific instances of the kind of ifficulty that could arise as a consequence. I would rather put the matter on broader grounds. The existing system of county government has already shown what difficulties arise through division of functions in he same service, or in services similar in character. The White Paper proposal really amounts to perpetuating this system on a wider scale and in a more important field.

Here again, however, the question arises: What is the alternative? There is little doubt that, except in the "outsize" counties, such as Lancashire or the West Riding, one could not find a suitable hospital area in the average county, not to speak of the average county borough. In my own part of the world, the White Paper proposals will mean, I imagine, a joint authority covering Buckinghamshire,

(Continued at foot of next column)

(Continued from preceding column)

Berkshire, and Oxfordshire, and I cannot imagine that much less would do. On the other hand, if one were to propose that all the administration, as well as the planning, should be concentrated in the hands of the joint authority, the sentiment against such a proposal would be overwhelming, and I think there would also be many good administrative reasons against it. The principle should be that we should retain local interest and local control, with direct election, up to the point where it becomes impossible to do so.

There is, however, a variation to the White Paper's proposals which might be worthy of consideration, namely that the new joint authorities should plan the hospital and consultant service, from time to time adjust it, and perhaps in some measure exercise a broad control over it, but that the counties and county boroughs should administer it. This would remove the objections against divided administration (which in practice may also develop into something like divided responsibility). I see no financial complexities arising out of such an arrangement. Under the plan as it stands, the expenses of the hospital service will be pooled and apportioned among the counties and county boroughs, by precept. What is the difficulty in segregating the expenses of hospitals established by one or other county or county borough, but nevertheless serving the whole area, and apportioning them over the combined area in a similar way?

Finally, while there may be less scope for agency for boroughs and districts than in the field of education, I think there is more than the White Paper seems to contemplate. Shall we again find the idea of agency to be a fountain of concessions when the scheme is going through Parliament?

family about the boundaries of districts served by several general and specialist hospitals could ensure unquestioned entry of himself and his family in illness or accident to an appropriate hospital only by paying four or more subscriptions, in addition to rates, compulsory insurances and contributions to nursing associations and sick clubs.

Yet from the fence between past local authority and present voluntary hospital service, I cannot but deplore that at this time initiative is being handed by the state to unready local authorities. The governors of voluntary hospitals do have a knack, unknown to state and local government service, of sketching a policy and leaving its detailed execution to those whose job detail is, of listening to suggestions from below instead of passing on instructions from above. The White Paper indicates that that is the Government's intention in carrying out a national health service. But have the voluntary hospitals, the medical profession, or the public any past experience to fortify their hope that this will be so?

Local government officers, too, must be aware that where there are limitations in a service planned and administered by competent and qualified men, they are often due to the rigidity of the framework within which they must act, this rigidity being conditioned by the present over-protective, over-cautious relationship between state and local authorities.

Briefly then, the premature proposals for a national medical service should be incubated within the most unadorned, undraped, and temporary frame possible. In planning a regional hospital service, the basic needs of the district should be indicated, planned for, and paid for out of a basic fund or hospital rate. Control should be limited to ensuring this and the freely volunteered funds of voluntary hospitals should be left for free voluntary experiment in curative medicine. An additional rate to the basic hospital bed rate should be available to local authority hospitals for research and investigation into preventive medicine. And, in this experimental, transitional stage, the universities and teaching hospitals should attempt to develop, co-ordinate, and fuse the curative and preventive services and facilitate the mobility of their practitioners within these services. This assessment of the functions of each contributor to a National Health Service suggests that the only practical basis for local administration is a council composed of representatives of the local authorities, voluntary hospitals, and universities.

I recognise, of course, that those local authorities which never take advantage of permissive clauses of Acts may, even in combination, restrict their activities to the outline. But I believe that association with freely adventuring voluntary hospitals and universities would help to correct this reactionary tendency.

I have not touched on the proposals to administer separately ante- and post-natal clinics and the midwifery services which should be linked with them; to separate the environmental from the hospital care of tuberculous patients; to give the duty of controlling infectious diseases to someone who is not actively associated with their victims. These proposals horrify me, and emphasise the need for greater national and local unity of purpose and service—a unity which I can visualise only as occurring if voluntary service on local authorities is attractive to men and women of wide interest, education, and experience in social conditions.

I do not expect a democratic state to do more than spread evenly and put on a sound financial basis the ventures pioneered here and there by voluntary effort. I believe that much pioneering remains to be done by voluntarily co-operating bodies before we are ready to consider a state national health service.

Expansion of Present Services a Better Alternative

By "ONLOOKER"

LIKE many other people, I looked forward eagerly to the publication of the White Paper. When I read it, I was profoundly disappointed. It seems to me to place undue emphasis on the free choice of doctor and on hospitals and specialists, while glossing over the preventive side of medicine. It almost ignores and cuts across the tremendous amount of preventive work carried out in the past by such agencies as the maternity, child welfare, and school medical services. This appears to have been done to please the private doctors, the most articulate section of the medical profession. The medical men in municipal and government services have exerted little pressure, partly because they are, by reason of their position, loth to take part in political issues, and partly because they expected their position to be strengthened under the new scheme and feared that any move on their part might be attributed to personal motives.

IF YOUR HOUSE HAS BEEN BLITZED

Building Society Benefit

The Nalgo Building Society announces yet another concession to members—the third this year.

The latest concession is a reduction to 2½ per cent of the rate of interest on mortgage upon properties destroyed or rendered uninhabitable for six months or more as a result of enemy action.

The reduction takes effect from the date of damage and, until further notice, will continue until the property has been made habitable, or, if it has been totally destroyed, until the claim has been settled by the War Damage Commission.

The decision announced in the January journal that the Society would make advances up to 90 per cent of the purchase price or present value, whichever is the lower, at the reduced rate of 4½ per cent, has enabled many members to solve their housing problems.

Many more, however, are still seeking a suitable house. Most fortunate are those who have been able to buy the house they were formerly renting—since they have, in effect, bought with vacant possession, but usually at a lower price than they would otherwise have had to pay (and without the expense of moving). Undoubtedly now is the time for tenants to buy.

The Nalgo Building Society will be happy to advise members on any aspect of house purchase.

The result is a plan preoccupied with disease instead of fitness, the main fault of private medical practice, a plan concerned primarily to maintain the "free choice of doctor."

In my opinion, this is a myth for large sections of the population. An average elementary school child, for example, might have been born in a municipal maternity home, seen by doctors at welfare centres and later by the school doctor, had minor ailments treated at school clinics, been immunised by a public health doctor, and treated for infectious disease at the council's isolation hospital. The "family doctor" would, in all probability, treat only illness which confined the child to the home, and his records would be insignificant compared with those of the school medical department, which is now well co-ordinated with maternity and child welfare and general public health services.

Moreover, while the working man is theoretically able to choose his own doctor (just as he is free to stay at the Ritz or the Savoy), economic necessity compels him to choose a doctor living near. In most areas this narrows his choice to two or three, and he will probably say "There is not much to choose between them!"

We all want a doctor who knows his job and who is kind and considerate. These are qualities which every doctor should have, and our system should ensure that he does. To tr to give more is to pander to personal prejudic

I agree that any scheme likely to be accepte must be a compromise. Neither public opinio nor the medical profession is ready for a servic completely state controlled. Would it no have been better, however, to have expande services now run by the state and local author ties rather than set up an entirely new service

The major defect of existing maternity, chil welfare, and school medical services, is the fac that they stop on the doorstep as far as th doctor is concerned. The nurse may visit th home but, generally speaking, the doctor ma not.

I suggest that these services should b expanded to allow local authorities to provid a domiciliary medical service, the family no wishing to take advantage of it being allowe to employ a private doctor as at present.

For those over school age, I suggest a serie of services built up on similar lines, associated wherever possible, with the patient's occupa tion, the basis of these services to be the regula medical examination. For example, a factor might have three doctors working together bu under different services—say, one for thos aged 18 to 30 (assuming that the schoo medical service will cover all up to the age o 18), one for those aged 30 to 50, and one fo the "over 50s."

This would encourage greater specialisatio among doctors, each of whom could undertak the care of the age group which interested hir most and would become expert in the disease most common to that age group. It woul also give them greater knowledge of an influence over environmental factors.

Today, we expect our general practitioner to diagnose all ailments from babyhood t dotage. Is it surprising that they sometime fail? I recently heard of a doctor who con fessed that he dreaded being called to a sic baby. He understood adults, but was at se with a being which could express its symptom only by a howl! Another doctor said h thought a child had scarlet fever and asked th mother her opinion, explaining: "I don't se many cases of scarlet fever." These doctor are not incompetent—they are merely honest

The plan outlined above should be put int operation in stages, the first being the expan sion of the maternity and child welfare service the second the expansion of the school medica service, the third the setting up of the servic for the youngest occupational age group. Thi service should be made completely effectiv and co-ordinated with its forerunners befor the next stage is attempted. To tide over th transition period, the panel system could b extended and improved temporarily.

In this way, doctors and patients would b gradually absorbed into the state medical ser vice, and the older people, who are mos opposed to the idea, would be the last to b affected.

To maintain a high standard of health, muc more publicity should be given to healt statistics. For example, where the health rat of a district is high, the causes should be inves tigated with as much eagerness as we nov display over a typhoid epidemic. Nothing i so stimulating to good work as public interest

Moreover, we believe that after the war th whole of the nation will be well housed. If w also have a sound food policy, eliminat economic anxiety, and encourage a healthy mentality, a vast amount of ill health will b avoided.

Hospitals and specialists are necessary an do wonders; but do not let us put them at th bottom of the cliff without first fencing th top.

Amendments to the Conference Agenda

ITH the receipt of amendments to the notices of motion published in last nth's journal, the agenda for N A L G O's ual conference, to be held at the Central l, Westminster, on Friday and Saturday, y 26 and 27, is now complete.

he amendments are published below, ether with the notices of motion to which y refer (notices of motion to which no endment has been submitted have not been eated). The agenda, however, is still ject to co-ordination and consolidation the agenda sub-committee. Copies of the l agenda will be sent to delegates not r than May 12.

nnual Report of the National Executive Council.

aragraph 21 [reporting the meetings of the N.E.C. the members serving on the standing committees.]

endment by the Stretford branch.

hat the table showing attendances of members of the N.C. at council and committee meetings be reinstated he next annual report.

aragraph 69 [reporting the formation of 22 new nches].

endment by the West Lancashire branch.

hat Conference notes with satisfaction the formation everal new branches, but deprecates the practice of two more authorities of different types amalgamating for the pose of forming a branch of N A L G O, particularly view of the possible requirements of post-war reconstruction, and requests the National Executive Council to e immediate steps to endeavour to re-arrange branches order that various authorities shall not be amalgamated ess their interests are similar. Nothing in this amendment is intended to prevent small boroughs, urbans or als, whose interests are mainly identical, from being med into one branch.

Equality for Women.

otice of Motion by the Glasgow branch.

n view of the failure to carry into effect the Associan's policy for women regarding (*a*) equal pay for ual work, (*b*) equal opportunity, and (*c*) removal of marriage bar, this Conference instructs the National ecutive Council to approach the Civil Service and achers' Unions in order to obtain joint action on those ues.

endment by the Stretford branch.

After the word "work" in line 3, add : "and responsibility."

endment by the South Shields branch.

Delete the words "and (c) removal of the marriage bar" lines 3 and 4.

Association Subscriptions.

otice of Motion by the National Executive Council.

(*a*) That all subscriptions (other than those payable members on war service) be increased by 20 per cent, from November 1, 1944.

(*b*) That the percentage of the total amount collected subscriptions during each year to be retained by anches shall be as follows :—

(i) County branches when recommended by the district committee for their area and approved by the National Executive Council—35 per cent, instead of 40 per cent.

(ii) Other branches—30 per cent, instead of 35 per cent.

(*c*) That the necessary alterations be made in Rule 9 the Rules of the Association to give effect to the foreing recommendations.

(*d*) That the powers of the Council to make additional ants to branches under paragraph (iii) of clause (*d*) Rule 9 and to district committees under clause (*b*) of ule 17 be retained.

mendment by the Manchester Branch.

That the question of changes in subscription rates and anch percentages be deferred until 1945.

mendment by the Bucks County branch.

(*a*) *That subscription rates remain as they are at present.*

(*b*) *That the percentage of the total amount collected subscriptions during each year to be retained by branches hall be as follows :*

(i) *County branches when recommended by the district committee for their area and approved by the National Executive Council—30 per cent, instead of 40 per cent.*

(ii) *Other branches—25 per cent, instead of 35 per cent.*

mendment by the Blackburn and district branch.

Delete paragraph (a) and substitute

(a) *That all subscriptions (other than those payable by members on war service) be increased from November 1, 1944, as follows :*

Salary and Bonus	Subscription
Not exceeding £52 p.a. ..	6*d. per month.*
£52—£120 *p.a.*	1*s.* 0*d. per month.*
£120—£260 *p.a.*	1*s.* 6*d. per month.*
£260—£350 *p.a.*	2*s.* 0*d. per month.*
£350—£500 *p.a.*	2*s.* 6*d. per month.*
£500—£750 *p.a.*	3*s.* 0*d. per month.*
£750—£1,000 *p.a.*.. ..	3*s.* 6*d. per month.*
Over £1,000 *p.a.*.. ..	4*s.* 0*d. per month.*
Retired members	6*s.* 0*d. per annum.*

Amendment by the Hull and district branch.

After the word "by" in line 2, insert "retired members and"

Amendment by the Carshalton branch.

Delete the words "30 per cent, instead of" in paragraph (b) (ii).

Amendment by the East Barnet branch

Delete the figure "30" in paragraph (b) (ii) and substitute "33⅓."

Amendment by the Edinburgh and district branch.

Delete paragraph (b) of the motion.

Amendment by the Harrow branch.

At the end of paragraph (a) add : "and that the matter be reviewed at the annual conference, 1946."

12. Subscriptions of Members on War Service.

Notice of Motion by the Leicester branch.

That members of this Association on war service shall be relieved of payment of their subscriptions for the duration of their war service, and that the appropriate steps be taken to preserve their rights as members of the Association.

CONFERENCE DATES

May 8—Voting papers for the elections of honorary officers and the N.E.C. to be received by the divisional secretary or divisional officer by 5 p.m.

May 12—Final Conference agenda to be sent to representatives. Last date for notification of division of voting strength.

May 26—Conference at Central Hall, Westminster (9.30—12.30 : 2.0—5.0). Meeting of education correspondents at 5.30.

May 27—Conference (9.30—12.30 : 2.0—5.0).

May 28 — Annual meetings of ancillaries (see announcement on page 88.)

Amendment by the Harrow branch.

That members of this Association on war service, and whose salary is not being made up, shall be relieved of payment of their subscriptions for the duration of their war service, and that the appropriate steps be taken to preserve their rights as members of the Association.

Amendment by the Hammersmith branch.

That the Rule in regard to payment of subscriptions by members on war service based upon the amount of supplementary pay received from the local authority be restored.

13. The "Beveridge" Report.

Notice of Motion by the Glasgow branch.

This Conference urges the Government to put into force without delay the basic proposals of the Beveridge Scheme of Social Security and pledges the loyal support of the Association in carrying out its share of the new administrative tasks involved.

Amendment by the Cannock and district branch.

Delete the words "without delay" in line 2 and insert "after publication of the government proposals on the Beveridge Report."

Amendment by the Sheffield branch.

Delete all words after the word "and" in line 3, and substitute "emphasises the desirability of using the existing local authority machinery in carrying-out the new administrative duties involved."

14. Affiliation to the Trades Union Congress.

Notice of Motion by the National Executive Council.

That this Conference is of opinion that consideration of the question of affiliation of the Association to the Trades Union Congress should be deferred until after the war.

Amendment by the Glasgow branch.

That Paragraph 14 of the Annual Report be amended in order to include the figures of the ballot vote on affiliation as declared to the 1943 Conference.

15. *Notice of Motion by the Barnsley and district branch.*

That this Conference instructs the N.E.C. forthwith to make application to the Trades Union Congress for affiliation.

Amendment by the Berks County Officers' branch.

At the end of the Notice of Motion add : "but, recognising that a substantial number of members voted against affiliation on political grounds and that some of the other members who did not vote may hold similar views and such members may not be prepared to continue in membership, instructs the National Executive Council to prepare for approval at the next Annual Conference a scheme whereby

(i) A just proportion of the Association's assets can be transferred to any new bona fide organisation formed within twelve months of this Conference which the National Executive Council may recognise represents the seceding members provided that it shall be a condition that such new organisation shall be and continue unaffiliated and non-political.

(ii) The seceding members may retain their rights and privileges in N A L G O ancillaries and that local government officials joining any such organisation in the future may also join such ancillaries. And that failing a satisfactory settlement, the ancillaries be wound up and the assets distributed amongst the members entitled thereto."

21. Ballot of Members

Notice of Motion by the South Wales and Monmouthshire district committee.

That the Rules of the Association be amended to provide :

(*a*) that it shall be competent for Conference to order a ballot of the members to be taken ; and

(*b*) that the result of any such ballot of members shall be conclusive and binding.

Amendment by the Fulham branch.

After the word "Conference" in line 3 insert : "or the National Executive Council."

Amendment by the Isle of Ely branch.

At the end of the Motion add : "provided that there shall have voted in favour of the proposition which is the subject matter of the ballot, not less than—

(i) 50 per cent of the total membership of the Association, or

(ii) two-thirds of the total number of members voting, whichever number is the greater."

24. *Notice of Motion by the Weston-super-Mare branch.*

That the National Executive Council be instructed to bring forward for consideration at the next annual Conference proposals to amend the Rules of the Association in order to achieve the following purposes :

To provide for the holding of a referendum or ballot of the whole of the members of the Association on any question which may fall to be decided by or on behalf of the Association ;

That the referendum or ballot be held only if so decided by the Association in annual Conference, or any special Conference or general Conference, whether called specially for the purpose or not ;

That the result of the majority of votes cast in the referendum or ballot be binding on the Association.

Amendment by the Fulham branch

Delete the word "only" in line 9, and at the end of that paragraph add : "or by the National Executive Council."

Amendment by the Oldbury and district branch.

At the end of the Motion add "That each ballot be taken within three months from the date of the annual Conference, and the decision of that ballot be implemented within a further three months."

26. *Notice of Motion by the Surrey County Officers' branch.*

That the National Executive Council be instructed to take steps, when opportunity offers, to ensure that in the case of voluntary resignation from the service, interest is payable on superannuation contributions.

Amendment by the Stepney branch.

At the end of the motion add : "and that in all cases of voluntary resignation under the 1937 Act or any other Act, the whole of the contributions shall be refunded, and that this be made compulsory."

27. Election of National Executive Council.

Notice of Motion by the Manchester branch.

That this Conference resolves that, to qualify for election to the National Executive Council, candidates will be required to issue, for consideration by the electors before voting takes place, a written statement of their past and future policy for the general improvement of the status of local government officers.

Amendment by the Swindon branch.

After the letter "a" in line 4 insert "brief." At the end of the motion add : "such statement to be forwarded to Headquarters for publication in 'Local Government Service' prior to the election of representatives."

Amendment by the Isle of Ely branch.

Delete all the words after the word "statement" in line 4, and substitute "giving details of their association with N A L G O."

Amendment by the Stretford branch.

That this Conference resolves that voting papers for a National Executive Council election shall be accompanied by a statement indicating the N A L G O and allied experience of each candidate.

33. Local Government Reform—Piecemeal Encroachment on the Functions of Local Authorities by Government Departments.

Notice of Motion by the Abertillery branch.

That this Conference of local government officers, conscious of its responsibilities and alive to the possibilities of changes in our local government system, urges the following considerations as vital and necessary elements in any scheme for reform, viz :

To preserve the democratic character inherent in the system. To reconstruct the financial basis particularly so as to iron out existing grade inequalities as between one area and another, e.g. an equalised national rate.

Amendment by the Southall branch.

Delete : "e.g. an equalised national rate" in the last line of the motion.

34. Local Government Franchise.

Notice of Motion by the Kent County Officers' Guild and the Gillingham branch.

That this Conference declares itself in favour of the local government franchise being assimilated to the parliamentary franchise for the following main reasons :

(*a*) That it is indefensible to suggest that a section of the community is competent to vote at parliament ary elections but is not fit to do so at local government elections ;

(*b*) That such a reform would be no more than a trifling recognition of the great services rendered during the present world war by most of those to whom the franchise would be extended ; and

(*c*) That, as this Association has so often stated, it is an essential of healthy local government that all sections of the community should interest themselves in it, and that such interest cannot legitimately be expected from those of full age from whom the right to vote is withheld.

Amendment by the Abertillery branch.

At the end of the motion add "(d) and that the age shall be eighteen."

36. War Service Pay.

Notice of Motion by the Glasgow branch.

This Conference regrets the continued failure of the Government to pay adequate allowances to service men and requests the National Executive Council to join with other organisations in pressing the Government to increase allowances to service men and their dependants to an adequate living standard.

Amendment by the Woolwich branch.

Delete the words "service men" in line 2 and insert members of the Forces (men and women) and their dependants" and delete the words "service men" in line 5 and insert 'members of the Forces (men and women)."

38. Uniform Scales of Salaries and Conditions of Service.

Notice of Motion by the Haslingden branch.

That, in view of the absence of agreement and uniformity throughout the country as to salaries and conditions of service, the National Executive Council be instructed to press for the compulsory adoption by all local authorities of one uniform scale of salaries and one uniform code of conditions of service.

Amendment by the Southall branch.

At the end of the Motion add : "*and that the National Executive Council do prepare such a comprehensive national scale of salaries applicable to all municipal posts for which scales do not already exist, together with a national code of conditions of service.*"

39. Re-grading of Officers after War Service.

Notice of Motion by the Stretford and District Electricity Board branch.

That this Conference instructs the National Executive Council to urge the National Whitley Council to introduce and enforce the following rule :

"That members on war service who would normally have been regraded shall, after twelve months' satisfactory service upon their return, be placed upon the appropriate step within the new grade which they would have reached had they been continuously in civilian employment."

For the purpose of the motion, war service shall include all persons who have been *directed* to H.M. Forces, essential work, or civil defence.

Amendment by the South Eastern district committee.

That motions numbered 39 to 42 be referred to the National Executive Council.

That this Conference instructs the National Executive Council to seek the views of district committees and branches and to formulate as soon as possible :

(i) The Association's views on methods of demobilisation from war service of local government officers, and

(ii) A comprehensive policy in relation to reinstatement, refresher training, education and general rehabilitation of demobolised local government officers, and that the Association's views be brought before Parliament and the central departments at the appropriate time, and the policy be notified to the National Whitley Council and to the associations of local authorities.

Amendment by the Yorkshire district committee.

(a) Delete the word "members" in line 4 of the motion and substitute "local government officers."

(b) Delete all words after the word "all" in line 11 of the motion and substitute "service in H.M. Forces, civil defence, essential work, or other form of national service for which a local government officer has volunteered, been called up or called out, or to which he has been directed."

Amendment by the Bexley branch.

After the word "employment" in line 9 of the motion, insert : "providing such rule should not be allowed prejudicially to affect existing local conditions of service."

Amendment by the Southern district committee and the Devon county, Heston and Isleworth, Manchester, Sheffield and Torquay branches.

Delete the words "after 12 months' satisfactory service" in lines 5 and 6 of the motion.

Amendment by the North-Western and North Wales district committee.

That this Conference instructs the National Executive Council to urge the National Whitley Council to prepare a scheme for the reinstatement of local government officers returning from war service, such schemes to embody the following principles :

(i) That every officer is entitled to be placed on such grade or salary as he or she would have reached had he or she remained continuously in civilian employment ;

(ii) That a local joint staff tribunal should be set up in each authority which shall consider the appeal of any officer who may feel that he or she has not been reinstated in accordance with (i) ;

(iii) That every effort be made to settle all questions of this nature within twelve months of the officer's return to civilian employment.

Amendment by the East Midland district committee.

That this Conference instructs the National Executive Council to urge the National Whitley Council that local authorities should be recommended to regrade staff on war service so that on their return to civilian employment they will occupy the grades and the positions in such grades which they would have reached if they had been continuously in the service of the local authority.

Amendment by the Hereford City branch.

That this Conference instructs the National Executive Council to urge the National Whitley Council to introduce and enforce the following rule :

"That members on war service who would normally have been regraded shall during their war service be regraded and placed upon the appropriate step within the new grade as if they had remained in their civilian employment."

For the purpose of this amendment, war service shall include all persons who have been directed to H.M. Forces, essential work or civil defence.

Amendment by the South Wales and Monmouthshire District committee.

That this Conference instructs the National Executive Council to urge the National Whitley Council to introduce and enforce the following rule :

That machinery should be established to ensure that the position of permanent members of the staffs of local authorities is not prejudiced by their absence in H.M. Forces or on other national service, and that such permanent officers as have by reason of their war service been denied the normal opportunities of promotion shall be promoted to an appropriate position in a higher grade and be paid according to their position in the salary scale of such higher grade.

ANNUAL MEETINGS OF ANCILLARIES

Notice is hereby given that the Annual General meetings of the Nalgo Provident Society, the Nalgo Approved Society, the Nalgo Building Society, and Logomia will be held at St. Martin's School of Art, Charing Cross Road, London, W.C.2, on Sunday, May 28, 1944. Times and agenda for the meetings are :

9.30 a.m. NALGO PROVIDENT SOCIETY (Reg. No. 1580—London).

1. To confirm the Minutes of the Annual General Meeting on June 13, 1943.
2. Election of Committee of Management.
3. Financial Statement and Balance Sheet.
4. Annual Report.
5. Appointment of Auditors.
6. Alteration of Rules.

42.—Emergency Rule. To consider the continuance of 42.—Emergency Rule which was registered under the Friendly Societies Act, 1896, on January 2, 1941.

7. Hospital and Nursing Home Scheme (Table III). To consider the following notice of motion :—

"That it be remitted to the Management Committee to compare the Hospital and Nursing Home Scheme with that of the Central Provident Association Ltd. (guaranteed by the Nuffield Provident Fund) and to ascertain if any adjustments of the Provident Society's Scheme are advisable."

8. Any other business.

11.0 a.m. NALGO APPROVED SOCIETY (No. 312).

1. To confirm the Minutes of the Annual General Meeting on June 13, 1943.
2. Ministry of Health Auditors' Financial Statement, 1942.
3. Annual Report of Committee of Management.
4. Election of President.
5. Election of Committee of Management.
6. Additional Benefits (6th period).—Notice of Motion by the Committee of Management :—

That this meeting authorises the Committee of Management to receive the report from the Ministry of Health regarding cash available for the future payment of additional benefits and to plan a new scheme of benefits for such a period as may be decided by the Ministry.

7. Any other business.

2.0 p.m. NALGO BUILDING SOCIETY (No. 804.B. London).

1. To confirm the Minutes of the Annual General Meeting on June 13, 1943.
2. Correspondence (if any).
3. Election of the Committee of Management.
4. Appointment of Auditors.
5. Financial Statement and Balance Sheet.
6. Annual Report of the Committee of Management.
7. Any other business.

3.30 p.m. NATIONAL AND LOCAL GOVERNMENT OFFICERS' MUTUAL INSURANCE ASSOCIATION, LTD. (LOGOMIA).

1. To confirm the Minutes of the Annual General Meeting on June 13, 1943.
2. Report of the Board of Management.
3. Accounts and Balance Sheet.
4. Election of two members of the Board of Management. (The retiring members of the Board are Messrs. S. Lord and G. W. Coster, who, being eligible, offer themselves for re-election).
5. Election of Auditor.
6. Any other business.

Notices of Motion for the Logomia Meeting were accepted up to April 29, after this issue went to press, and the above agenda may, therefore, be incomplete.

24, Abingdon Street,
Westminster, S.W.1.

JOHN SIMONDS,
Secretary.

Conference is of opinion that the appropriate position in the higher grade to which an officer shall be promoted shall be determined by the number of years he has been in the service of the authority.

Amendment by the Stretford branch.

That this Conference requests the National Whitley Council to introduce a scheme of rehabilitation embodying the following principles :

(a) That local government officers on war service shall be entitled to receive a salary and to enjoy conditions of service which shall be consistent with the principle underlying the statutory provisions regarding reinstatement of employees.

(b) That any officer who shall consider himself aggrieved by a decision of his employing author relative to any proposed alteration of his salary a conditions of service as provided for under paragra (a) above shall be entitled to appeal to the appropri provincial Whitley Council whose findings shall binding and conclusive on all parties concerned.

Amendment by the Harrow branch.

That members on war service who would normally h been regraded shall, upon their return, be placed upo salary not less than the salary they would have reach had they been in continuous municipal employment.

Amendment by the Kent County branch.

That this Conference is of opinion that all members war service should be granted normal regrading, in or to ensure that on their return they receive the status a salaries which they might reasonably have expected attain had they remained continuously in the service their employing authorities ; that the National Whit Council be asked to support this principle ; and that branches be urged to do their utmost to ensure that it equitably implemented in respect of their members.

40. Refresher Courses after War Service.

Notice of Motion by the Lindsey County officers' bran

That the National Executive Council be instruct to make arrangements, either with the Universities otherwise, for adequate post-war refresher courses local government officers resuming normal work af war service ; and that local authorities be requested permit those officers who desire to take advantage these courses to do so on full pay.

Amendment by the Stepney branch.

At the end of the motion add : "*and that these facili should be extended to all local government officers wh by reason of their additional duties and shortness of sta etc., have been prevented from carrying on their studi For the purposes of the motion, war service shall inclu all persons in H.M. Forces, essential work, or civil defence*

42. Treatment of Members after Demobilisation.

Notice of Motion by the Farnham branch.

This Conference is of opinion that local governme officers transferred to industry should enjoy the sa right of reinstatement in their former employment members serving in H.M. Forces and urges th N A L G O should press for the granting of this right.

Amendment by the Weymouth and Portland branch.

Delete the word "transferred" in line 2 and substitu "compulsorily directed."

Amendment by the Stourbridge branch.

Delete the word "transferred" in line 2, and substitu "directed or transferred voluntarily with consent of loc authority."

47. Action Regarding the Conduct of an Officer.

Notice of Motion by the Runcorn branch.

That this Conference is strongly of the opinion tha in view of the danger arising from local prejudice matters concerning the conduct of an officer, and whic at his wish, are placed in the hands of the Associatio should not be dealt with by the branch of which he is member, unless he shou'd so desire.

Amendment by the Southern District committee.

Delete the words "unless he should so desire" in li 6, and substitute "but that the branch should be consult thereon."

48. Standardisation of Cost-of-Living Bonus.

Notice of motion by the Reading and district branch.

That, as it would appear to be in the joint interests members of the National Association of Local Gover ment Officers, the National Union of Teachers, and th Civil Servants, to receive a cost-of-living bonus at standard rate applicable from the same date, this Co ference requests the National Executive Council to explo the matter forthwith in consultation with the oth national bodies concerned.

Amendment by the West Riding county branch.

That the use of the term "a cost of living bonus" be di continued and that the term "an adjustment of salari to meet war conditions" be substituted therefor.

Amendment by the Barking branch.

Delete the word "rate" in line 5 of the motion an substitute "and equal rate for men and women."

Amendment by the Kent county branch.

(a) That this Conference reiterates the resolutio passed at the 1942 Conference, which instructed th National Executive Council to consider and report o the possibilities of closer co-operation with the civ service staff associations and the teachers' associatio on salaries, service conditions, and general policy.

(b) That in the opinion of this Conference it is desirab that the cost-of-living bonus applicable to civil servant teachers, local government, and similar officers should b on a uniform basis, but that, in the absence of furth appreciable increases in the cost-of-living, the primar aim in all "Whitley" negotiations should be to secu improvements in basic conditions of service rather than i the scales of war bonus.

49. Qualifications of Nursing Staffs.

Notice of Motion by the Glasgow branch.

That this Conference is of the opinion (*a*) that a nursing posts in local authority hospitals and institution should be filled only by those nurses who are fully qualifie and are in possession of the recognised training certifi cates, and (*b*) that where these qualifications are require from nurses, that similarly those nurses appointed t supervisory posts shall be in possession of at least th same qualifications, and (*c*) that the Association shoul make representations to local authorities to ensure tha the conditions enumerated in (*a*) and (*b*) are applied.

Amendment by the Manchester branch.

Delete the words "those nurses who are fully qualifie and are in possession of the recognised training certifi

'' *in lines 3 to 5, and substitute "persons who are trained as nurses at a recognised training hospital or are properly qualified."*
elete section (b) and substitute "that nurses appointed pervisory posts shall be suitably qualified and"

ndment by the Cannock and district branch.
the end of the motion add "when sufficient trained s are available."

Sectional and Professional Organisations in Scotland.
ice of Motion by the Glasgow branch.
hat Rule 95 be amended in order to bring represen- n of sectional or professional organisations in Scot- into line with England, and that for this purpose a ding Joint Committee be set up in Scotland.

ndment by the Aberdeen and Edinburgh branches, the ottish Association of Governors and Matrons of Poor aw Institutions, the Society of Public Assistance fficials of Scotland, the Sanitary Inspectors' Associa- on of Scotland, and the Institute of Park Administra- on (Scottish branch).
hat the status quo be maintained.

ndment by the Institute of Park Administration cottish branch).
hat the representation on district committee be limited ne delegate per national association.

endment by the South Wales and Monmouthshire strict committee.
ifier the word "England" in line 3 insert the words d Wales."

Appointments to Staffs of Education Authorities.
ice of Motion by the North Eastern district committee.
hat the National Executive Council be requested to r into discussion with the appropriate associations ocal authorities with the object of ensuring that when inistrative appointments are being made to the staffs ducation authorities, undue prominence is not given eaching experience and equal opportunity is afforded nembers of N A L G O, who have made the adminis- ive service their career.

endment by the Yorkshire district committee.
Delete the words "members of N A L G O" in line nd substitute "local government officers."

endment by the Ipswich branch.
ifier the word "authorities" in line 3 insert "and the rd of Education."
Delete "members of N A L G O" in line 7 and stitute the word "all."

Employment of Persons Suffering from Tuberculosis.
ice of Motion by the Fulham branch.
That this Conference, recognising the immense social portance of the employment of non-infectious tuber- ous persons :—
a) instructs the National Executive Council to
(i) approach the associations of local authorities vith a view to recommendations to their members to mploy, in suitable posts, a proportion of such persons s a contribution to their rehabilitation in accordance vith the proposals of the Ministry of Health ;
(ii) co-operate with similar organisations (such as hose of civil servants and teachers) in urging the Government to secure the employment of such persons n local and central government and other suitable places of work ; and
(b) urges all branches to make direct approaches to heir own councils to employ such persons.

endment by the Woolwich branch.
After the word "persons" in paragraph (b) add the rds "who are otherwise suitably qualified."

nendment by the Lancashire county branch.
That this Conference, recognising the social importance tuberculosis, welcomes the Government scheme of abilitation and directs the National Executive Council consider the question of the employment of suitable erculous persons in the local government service and to e such action thereon as they consider desirable, if essary in consultation with the associations of local horities.

Members Seeking Election to Parliament.
otice of Motion by the Wolverhampton branch.
That the National Executive Council be given authority assist, at its discretion, any member, or officer, of the sociation who seeks election to Parliament, irrespec- e of the political party to which the member, or icer, may belong.

nendment by the East Ham branch.
That the matter be referred to the National Executive uncil for consideration and report to next Conference.

nendment by the Abertillery branch.
Delete the words "given authority to assist, at its dis- tion" in lines 1 and 2 and substitute "instructed to sist."

.. Amendment of Rules—Affiliation to other Organiza- tions.
otice of Motion by the National Executive Council.
That a new Rule 2(A) be inserted as follows :
"*Affiliation to other organizations.* Unless the consent of a Conference be first obtained, the Associa- tion or any district committee or branch shall not affiliate to any organization which is associated directly or indirectly with any political party or organization."

mendment by the Barnsley and district branch.
After the word "any" in line 5 insert the word "political" nd delete the words "which is associated directly or directly with any political party or organization" in es 5 to 7.

nendment by the Bradford branch.
Delete the words "or organization" in lines 6 and 7.

mendment by the Brighton branch.
At the end of the motion, add "unless any such action as been taken prior to the passing of this resolution."

THERE may be branches, though I shudder to think of it, where the issue of the preliminary Conference Agenda and that electrifying accompaniment, the Annual Report, rouse scarcely a flicker of interest among the ordinary members ; where bored executive committees, impatient to be away to their allotments or to listen to Itma, cordially endorse their Chairmen's annual suggestion that both these pearls should be laid before the delegates, the officers, the service conditions committee—in fact, before anybody except the executive committee. If such there be, my malediction on them. They almost deserve to wake up one fine morning to find that the Conference in which they took such little interest has voted them into the T.U.C. Almost.

Nothing like that could happen at Much Cowslip. Scarcely has the inquest on one Conference concluded when pressure groups develop in the branch, each seeking to persuade the executive committee to put forward a particular motion for the next. But for the Clerk's skill in balancing one group against another, in subdividing them by introducing minor points of discord, and generally confusing their originally clear intentions, this year's preliminary agenda would have read like a part song between Much Cowslip and Glasgow, instead of a bagpipe solo with interpolations. If our executive committee, despite the Clerk's disruptive efforts, succeeds in agreeing on a motion for submission, I exercise my secretarial discretion by not sending it in, and later explain its non-appearance in print by reading an entirely imaginary letter from the General Secretary stating that it was rejected by the N.E.C. as unsuitable for inclusion. This always stimulates a warm debate on the dictatorial attitude of the N.E.C., so maintaining a healthy independent spirit in the branch, and culminates in a vigorous resolution of protest, which I forget to post. Thus honour is satisfied, and the Clerk and I are spared the task of expounding Blatherpatch's theories to an astonished Conference.

When the eagerly-awaited preliminary agenda and Annual Report actually arrive, I always summon the Executive Committee to meet the same evening, to prevent that careful line-by-line analysis of motions and paragraphs which would ensure a spate of amendments. The Clerk assists by keeping everybody unnaturally busy all day and touring the office frequently to discourage surreptitious study of agenda or report behind a barricade of ledgers. The distinctive cover of the report makes it easy to see (and thus dangerous for the staff to read, a point Headquarters might bear in mind next year), but all our vigilance cannot prevent enthusiasts from snatching odd moments with the more easily concealed agenda.

At the Executive Committee meeting it was obvious some had managed it again this year. As usual, the Clerk—after his customary reminder from the chair that we were discussing only what amendments to submit and not the merits of the motions, pending receipt of the final agenda—was able to skip briskly through the report to a feverish rustling of pages as members who hadn't previously opened it strove vainly to keep pace. The sole comment was from McSwivel, a new temporary not yet used to local government methods, who complained that for every instruction or reference to the National Council from last year's Conference there appeared to be a list of reasons why nothing could be done, an announcement that a committee had been formed to find out whether anything could be done, or a simple statement of fact that the position was being, would be, and always had been watched. The mills of God, he thought, had nothing on the N.E.C., which not only ground more slowly but reduced anything they received to nothing at all.

The Clerk rebuked him sternly for "an irrelevant and rather irreverent remark," reminded the committee that their old freedom of criticism of the N.E.C. was now somewhat affected by the fact that their "indefatigable secretary" was a member, and turned to the preliminary agenda.

Item 6 brought an amendment from Postlethwaite, to appoint only Messrs. Jackson and Pixley as auditors instead of Messrs. Jackson Pixley and Co., and to pay their fee in pounds instead of guineas. He declined to believe that two fully-grown men working a whole year—especially if on a forty-six hour week as they should be—needed a Company of unspecified number and ability to help them in checking a few simple figures, and he objected strongly to the way in which professional gentlemen reversed the traditional system of the baker's dozen by demanding twenty-one shillings for twenty. Patiently the Clerk explained that probably there were no such people as Jackson and Pixley—perhaps the present principals of the firm were called Hobson, Robson, and Dobson—and although the fee had been agreed in guineas it would certainly be paid in pounds and shillings. After the committee had refused to allow Postlethwaite to substitute "Hobson and Robson, or Robson and Dobson, or Hobson and Dobson, or such other persons as may be, not exceeding two" for "Jackson and Pixley," the amendment was put to the vote and lost.

On Item 10, I moved to add "equal opportunity in the firing line, equal legal liability for family expenditure, equal average mental and physical ability, and equal readiness to treat work as a life career rather than an interlude before marriage" to the list of equalities demanded for women. Sticking doggedly to my guns despite cries of "Shame!", "Be a gentleman, dash it!" and "Play the game, sir!", I reminded them how the typist was often able to go on a luxury cruise for her annual holiday while they crippled themselves financially for the rest of the year to take the wife and family to Margate for a week. I readily admitted that where a woman had a family to maintain and actually performed equal work with equal ability, she was entitled to absolute equality with her male colleague. Taking the broad view, however, I insisted that the comparative standards of living—far more important than cash received—showed that it was the men who required raising to equality. If and when adequate family allowances were payable, I would take a different view. The Association of Schoolmasters at their conference this year had heartily endorsed my arguments, and had congratulated the Prime

Minister on resisting this superficially logical but basically and practically unjust appeal for equal pay. How could an employer, knowing that his new junior girl would leave him in ten or fifteen years for a semi-detached haven of her own choosing, I asked, be expected to give her equality of pay and opportunity with the man whose accumulated knowledge and experience he would be able to call on in forty years' time? I appealed to the Committee to rely on their practical experience of the comparative average ability of men and women to accept responsibility and master intricate problems—for one could judge such an issue fairly only on a general comparison, not by the few notable exceptions—and vote accordingly.

Miss Legge, however, put them in high good humour by the indignant retort that she was willing to share in maintaining a family with any man there, and I was heavily defeated.

Item 11 provoked a general discussion which revealed that members were unanimous on one point . . . that they didn't want to pay any higher subscriptions, but if they had to, the lower the merrier.

To my surprise, the question of affiliation to the T.U.C. aroused no interest. Everyone seemed too bored to bother. On the desirability or otherwise of ballots, the best suggestion came from Blatherpatch—that Conference should take a ballot on whether when a major issue arose it ought to take a ballot to determine whether or not to submit it to a ballot. The committee obviously couldn't follow him, and accordingly rejected the proposal. The Clerk thought that in any case Leeds, whose persistence in maintaining its point of view at successive Conferences deserved admiration, would presumably repeat its last year's advocacy of a two-thirds majority decision, and we could decide later whether or not to support it.

The motions rallying all and sundry to the defence of local government and free and democratic institutions made me wonder whether Mr. Dingle Foot could be persuaded to move them. No one could do it better, and I am sure that in the old days he would have revelled in the job. Perhaps now, as a member of the Government, he finds himself not so free an institution as before at N A L G O Conferences. It will be unfortunate if his address precedes these particular motions, as the delegates deputed to move them may find themselves parroting like pale echoes his polished and scintillating phrases.

The motion recommending the Association to support members seeking election to Parliament fascinated Blatherpatch, who obviously saw himself as one of the first to be supported. He linked it with the suggestion that candidates for the N.E.C. should stage election campaigns, and foresaw the growth of a party system on the N.E.C. and district committees, which he evidently would welcome. The Clerk observed drily that we would probably elect a less competent N.E.C. but have a lot more fun in the process.

On Item 55, supporting special provision for employment in the service of non-infectious sufferers from tuberculosis, members expressed doubts whether it was wise to make local government a dumping ground for those not one hundred per cent fit. In common with other vocations, we would rightly be required to take our fair share of disabled men, and some members feared that if we added to that requirement a time might come when their applications for posts would be refused because they were altogether too healthy.

Altogether, we were at it for two and a half hours, and I was faintly surprised to find that actually we hadn't done anything. Still, committees are like that. At any rate, our discussion proved what an interesting Conference this will be. It will be a thousand pities if the opening of a Second Front is allowed to interfere with it.

AT RANDOM—By "Hyperion"

War-Time Dictionary

UTILITY.—Any mass-produced article which isn't very useful; an expensive makeshift that promptly disintegrates when it is used for the purpose for which it was sold.

PLANNING, POST-WAR PLANNING, etc.—The art of putting off until to-morrow what you have no intention of doing to-day.

LIQUID REFRESHMENT.—Any costly stuff in a bottle which, if spilt, is sufficiently fluid to find its own level, even if it has to burn a hole through the floor to do so.

NEAR HIT; NEAR MISS.—Basic Air Ministry English for Miss.—*Maurice Lane-Norcott.*

Clerihew

Admiral Sir William James
Broadcast on organised games
Thank Heaven I am forty-four
And need play organised games no more.

—R. K. W.

Commando Spirit

A Commando soldier on leave had spent a long evening at the village inn with some friends. They showed him a quick way home across the fields, forgetting that the local bull was loose.

The bull attacked, not recognising the beret. The unfortunate animal was gripped by the horns and lugged about the field until it managed to break free and bolt.

"Pity I had those last two drinks," said the soldier. "I ought to have got that chap off his bike."

—*Peterborough, in "The Daily Telegraph."*

Warning

Sir Oswald Mosley
Should be watched closely
It would be a fiasco
If they accidentally made him a British delegate to the United Nations' Peace Conference in Moscow.

Brevities

There are no hopeless situations; there are only men who have grown hopeless about them.

A man's method of packing is to strangle his clothes and bury them.

Any Offers?

Spirituous lady would like to meet others. Port Isaac—Polreeth—Rock district.—*Advt.*

White Woman's Burden

I do not approve of middle-aged bachelors, as I think it the duty of every man to make at least one woman unhappy for the rest of her life.—*Ald. A. Emil Davies in "I Wander."*

Pity the Poor Tailor

I say, old man, you always seem to dres well. How do you do it on your coupons?

I buy a suit from my tailor, giving him 2 coupons. After a short time, a rent appears, du to a fault in the cloth. I take it back and h makes me a new suit in its place.

Fine!

Then I offer to buy it back at a price, coupon free, which he accepts.

Splendid!

But not before I agree to pay only when th war is over.

Grand! But supposing the war is over b to-morrow?

In that case there may be a default in th payment.

Magnificent! Can you introduce me to you tailor?

—*The Tailor and Cutter.*

Doctors

A physician is a person who pours drugs o which he knows little into a body of which h knows less.—*Voltaire.*

Maybe the old-time doctor didn't know but he didn't soak you ten dollars for sendin you to somebody who did.—*Anon.*

To the Resuec

Dear Mr. Brailwaith/: Surpris4, Surpris4 JoHn dear, its me Agnes, ap;lyingf or Miss Carter's position, nowthat she's lea ving yo and you'Ll be needing a new setcretary.

Wouldn'T it be just like olc times for me t work f or you again/? You know that I'D be just as efgicient now as I was when I qui the job to marry yuo . . . even though its been twenty-two yeats since I was your Littl sevretaty. I type just as exlertly and havent forggoten my busines English, and I'm sur Ican brush up o n my shrot hand.

Do say yed, John, because it would all be so convenitne and practical. With the labo shrotage so aCute, it is real;y my duty t steep in and hepl. Actually, my conscienc wouldn't let me stay at home, k, knowing could come to the resuec.

I don't ihhink I wouLd lie to come dow to wrok at eight thrity in the mroning an theer are one o rtwo other minor detlais t straihghten out (that maddening sWitchbroad opreator will have to go John, for onw thign but we can talK all this over tonight at dinneri a buisnelike way!

Trusting to have an ealry reply (ha Ha8) I am,

As alway s,

Agnes

Halve Your Increments—and Be Better Off!

By a Borough Treasurer

ALTHOUGH the middle of a war is not the most opportune time for that general revision of salary scales which many N A L G O members regard as overdue, it is not too soon to consider possible improvements.

A big obstacle to the adoption of reasonable scales in the past has been the size of increments. Some councillors regard those usually suggested as too big, arguing that they get the recipient to the top of his grade sooner than he should and encourage an earlier attempt to get into the next grade than would otherwise be possible.

Why not meet this criticism by accepting a cut of 50 per cent in increments coupled with the proviso that they be paid half-yearly instead of annually? In other words, instead of an annual increment of £20, suggest a six-monthly increment of £5. This looks modest enough to satisfy the average councillor eager to economise and, strange as it may seem, it would benefit the officer. If you don't believe it, look at the following figures for an officer starting at £100 p.a. The first table shows the result under the normal method of an annual increment of £20, the second the result were he to receive a half-yearly increment of £5:

I.	Basic salary at end of year	Received to date
1945	£100	£100
1946	£120	£220
1947	£140	£360
1948	£160	£520
1949	£180	£700

II.	Salary (½ year)	Basic Salary at end of year	Recd. to date
1945 Jan.-June	£50		
July-Dec.	£55	£110	£105
1946 Jan.-June	£60		
July-Dec.	£65	£130	£220
1947 Jan.-June	£70		
July-Dec.	£75	£150	£375
1948 Jan.-June	£80		
July-Dec.	£85	£170	£540
1949 Jan.-June	£90		
July-Dec.	£95	£190	£725

It does not matter what the commencing salary is, how long the scale progresses, nor how soon it ends: at any time, the officer on a six-monthly increment will be better off than the officer on an annual increment of four times the half-yearly figure!

E AFFILIATION ISSUE

llot Cannot Be Ignored"

E affiliationists have, I believe, always fought for T.U.C. affiliation in an honest, ghtforward way. Perhaps we have been naive, *too* ready to believe that our onents in the N.E.C. would follow the e principles.

he latest effort by the N.E.C., the insinuation a secret debate is necessary, is, I imagine, ast desperate manœuvre. The rank and of both sides will, we hope, oppose this nuously. The majority of the Association, believe in affiliation, have nothing they to say in secret. Any accusations the .C. spokesmen may have against the T.U.C. any opinions about the consequences of iation are far better brought out into the t of day. Controversial words hurt no if they are true words. An atmosphere ecrecy can only increase the harm already e to N A L G O 's good name by its nge (to the public) delay in carrying the ballot vote.

he worst piece of work by N.E.C. is its ious and deliberate manœuvring to gloss r and to bury if it could the *ballot*—not it will succeed in this. It is incredible, example, to find that the ballot is scarcely ationed in the current Annual Report that the figures are not published. The ng figures were carefully left secret till day of last year's Conference. They did appear in last year's Report. Why are y not printed in this year's? Not even Riley will find an answer to that one! careful (and in my view the only correct) lysis of the ballot figures shows the follow-

	Total Members	Number Voting	Per cent of Total
ians ...	88,383	60,877	69
es	32,598	8,571	26

	For affiliation	Per cent of Poll	Against affiliation	Per cent of Poll
lians ...	34,939	57	25,938	43
ss ...	5,794	68	2,777	32

Will the N.E.C. deny:

That the civilian poll is strikingly high for ny poll—T.U., municipal, or Parliamentary;

That the civilian non-voters must be gnored as being indifferent either way or else taken into consideration in every decision by every unit of the Association—which is ludicrous);

That the civilian majority (4 to 3) is sufficiently decisive to require us to carry out their demand;

That the Forces' vote is as large as could be expected;

That it is a completely satisfactory indication of Forces' opinion, as a statistical example (no Social Research survey covers such a large proportion of its particular field); and

That it follows that the Forces' vote is decisively in favour of immediate affiliation?

We owe it to the Forces to develop A L G O to the utmost now. They want come back to the strongest possible A L G O, not to one which *they* have to rt to build up.

Conference must see that the ballot cannot ignored and that we would fail seriously our duty to our rank and file members, th civilian and Forces, if we refused to lfil their clearly expressed decision.

The tactic of putting up an N.E.C. *motion* postpone consideration, *i.e.* not to affiliate, another piece of effrontery. It is essentially negative motion and by the rules of debate ould be placed on the agenda as an *amendment*. The tactic, of course, which the E.C. will pursue will be to choose its motion the original one and treat the six motions branches and district committees as one endment. Thus the N.E.C. will speak ice to its motion and have the last word fore the vote is taken, while the six supporters of motions for affiliation will have no right to reply to the opposition. This manœuvre, too, will be opposed vigorously. Such tactics, the N.E.C. will find, defeat themselves.

Glasgow. ALEX. M. R. LANE.

In the interests of accuracy, we must point out that (1) *the N.E.C. has not insinuated that a secret debate is necessary—the suggestion that the debate should be held in private was made by this journal last month solely on the ground that it would facilitate that "full revelation of facts and exchange of opinion upon which a right discussion should be based"*; (2) *it was Conference, not the N.E.C., which decided on the delay in carrying out the ballot vote*; (3) *the N.E.C., having been instructed by the* 1942 *Conference to take a ballot, had no authority to reveal the result except to the* 1943 *Conference*; *and* (4) *the ballot figures are printed in the proper place—the minutes of the* 1943 *Conference.*

READERS' FORUM

Once again, many letters have had to be held over. This would happen less often if contributors were more pithy. Letters for the June journal must reach the Editor, 24, Abingdon Street, London, S.W.1, by May 16.

A Soldier Opposes—

THE November journal has just reached me and, after reading the letters on affiliation, I feel bound to make some comment. Having been away from local government for more than three years, my views may be less biased than some appear to be.

Those now left and taking an active part in the service must consist chiefly of the older and higher salaried officers; temporary officers, some of whom may later be made permanent; and young members recently joined. Most of those in the Forces or otherwise cut off from N A L G O affairs on the other hand, are members who, though adult, have had little say in the important "affairs of men." On this score alone, the question of affiliation should be left till after the war.

There are other reasons. Beveridge and the hopes and thoughts of most of us conjure up ideas of a different world after the war. Further, few deliberations can in wartime be unbiased and calmly considered.

I feel strongly that no far-reaching decisions on questions such as this should be made now.

The question seems to have caught N A L G O on the wrong foot. The point is even raised as to the benefits to N A L G O of affiliation; but the real point of doing anything at all—not the benefit to be obtained—is the ultimate rightness of the action.

Have members forgotten the impartiality of officials which is traditional with local government? Have they forgotten the position of trust which they hold? Have they forgotten who pays them their salaries? The ultimate idea behind all N A L G O questions and problems should be: Will it benefit the public?

My unsolicited advice is this: Get on with the war and let big matters wait for a "full house." The crux of the matter can be summed up in "What's the hurry?"

India. H. G. HOLDON, R.A.O.C.
(Member of Sevenoaks R.D.C. branch).

—But a W.A.A.F. Supports

RUNNING through recent issues of the journal are to be found phrases such as: "Women should be at work with text-books, slide-rules, instruments, plotting out the future instead of waiting for it to come to them," and: "Women . . . . tend to lapse into bitterness . . . . even although they may have made no collective effort to improve their position." Contributors lay much of the blame on the women themselves and this is probably correct, especially when one-hears of women's committees whose main *raison d'etre* is to knit comforts for the Forces.

While it is true that much remains to be done within N A L G O itself, how many of us believe that equal pay, equal opportunity, and removal of the marriage bar for local government officers is purely an internal local government issue? How many believe that, given the strongest trade union we can imagine, we shall achieve these principles before the teachers or the civil servants whose jobs at the moment are in many cases plainly the same as men's? True, advances can be and have been made here and there along the broad front of the "War of (Female) Liberation" (engineering and transport), but isn't the problem still, basically, a national one and a political one? In these circumstances, can we envisage a major break-through without a "united strategy" and "full use of reserves?"

There is no doubt about the reserves—over a million and half women in trade unions—and the basis for unity exists in the T.U.C. in which they are organised. Can we be serious about our desire for equality and our willingness to work for it on the one hand and refuse to accept allies on the other? By all means, women Nalgoites, bring into being a N A L G O strong for equality between the sexes, but at the same time ask yourselves whether isolation will get you far on major issues.

As a woman member, I say, affiliate, and as a Forces member I say, do it now! Like most of the other Forces members I have met, I am willing to trust my future to those at home who are, at the moment, its custodians. The Forces vote in the ballot was, in my opinion, sufficiently indicative of this point of view.

W.A.A.F. (Glasgow).

Sir F. Mander's Denunciation

IF any better arguments against affiliation are needed, I recommend all members of N A L G O, and especially delegates to Conference, to read the article entitled "The T.U.C. Affiliation Ramp," written by Sir Frederick Mander, and appearing on the front page of "The Schoolmaster" for December 16, 1943. Sir Frederick is general secretary of the National Union of Teachers, a small section of whom were engaging in a campaign similar to that now attracting the attentions of N A L G O. His forthright denunciation is, I think, as appropriate to N A L G O as to the T.U.C.

150 Athelstan Road, F. A. BRISTOW.
Hastings.

Discussion Deprecated

I AM instructed by my committee to write you with reference to "Flying Officer's" letter, "Jackass's" remarks, and the article headed "N.E.C. to Oppose Affiliation," in the February journal, and to say that the committee felt it most unfair that this subject should be reopened in such a one-sided manner after the editor had called the matter closed.

My committee do not wish to express any opinion for or against affiliation, but they feel that the publication of the three articles referred to is to be deprecated.

T. F. DENNIS,
Crayford branch. Hon Secretary.

Correspondence on the affiliation issue was closed in January solely because we felt that all the arguments on both sides had been fully stated and further discussion would be repetitive. The decision of the N.E.C. on January 8, *however, created a new situation which we were bound to report and upon which we felt that members were entitled to express their views. The letter from "Flying Officer"—like that this month from Mr. Holdon—was written before the correspondence was closed and we felt that it would be unfair to exclude it solely because it had taken a long time to reach us.*

AGE OF RETIREMENT

Make It Lower, Not Higher

I READ with interest the letters in the February JOURNAL from "Four Blue Chevrons" and "Surreyite" on the important matter—to those in the fifties at all events—of retirement. I also read your editorial note—with interest but without enthusiasm.

Last year's annual Conference referred to the N.E.C. a motion which I moved, on behalf of my branch, asking the Council to examine the 1937 Superannuation Act with a view to its improvement:

(i) to give an officer or servant the option of retiring at 60, provided he has then completed 30 years' service; and

(ii) to give an officer or servant the option of retiring at any time after completing 40 years' service.

(i) was incorporated in the School Teachers (Superannuation) Act, 1918 I have never understood why so obvious a boon was not included in our 1922 Act.

On (ii) the argument was simply that, after 40 years' service, an immediate pension has been earned, or never will be, and in that case the recipient should have been "found out" a lot earlier.

I detect in the editorial note on the two letters referred to a "tip, straight from the stable," that the N.E.C. has considered this motion and has decided that population trends and Beveridge alike postulate that we should work, i.e. remain local government officers, until we reach the age of 75 years or when, at some later stage, old age finally overtakes us. I take it that in that prospective Utopia ear-trumpets will be an "issue" along with pens, pencils, crutches, etc.

In spite of the analogy of the School Teachers (Superannuation) Act, 1918, passed during the last war, I can quite see that there may not be any hope of an amending Act during the present war; we in Acton thought that when the notice of motion was moved last year. I cannot, however, see any reason why we should not now press for the amendment of this Act as soon as possible after the war, and if possible obtain an assurance of the support of the Minister of Health.

I hope the N.E.C. will not adopt the attitude that, owing to population trends or other bogies, the normal working life should be increased, and that it cannot, therefore, take action designed to lower the age of retirement. This, besides ignoring the effect of family allowances on population and of improved mechanical aids to production, postulates that retirement and cessation of work are synonymous; they certainly are not. I hope to retire at 60, though I have no intention of ceasing work entirely at that age. The only thing I am certain of in this connection is that, provided I can dodge the old fellow with the scythe, I can have my evenings free, and my leisure (not idleness) and happiness should be greatly increased.

Acton. JAS. STOCKLEY.

Mr. Stockley will be relieved to know that he has read a good deal more into the editorial note than was intended. It was certainly not a "tip, straight from the stable," but a personal and semi-facetious comment. The N.E.C., as its annual report will show, has, in fact, undertaken to consider the Acton proposal, together with others made at Conference last year, when an opportunity arises to amend the Superannuation Acts.

THE HEALTH PLAN

Can We Afford It?

I SUPPOSE that, as a member of N A L G O, I ought loyally to support every grandiose scheme put forward by the Government, but there comes a time when common sense calls a halt.

At no time in our history has the health of the community been so well looked after as now. The vast mass of our workers has the inestimable advantage of the panel doctor, the rich can choose any specialists they wish, and the remainder have the benefit of the hospitals. Admittedly the hospitals have sometimes difficult corners to turn, but the splendid bequests made to them are not only a noble satisfaction to the donors but a fine example and an inspiration in our national life.

The Coalition Government holds its authority conditionally on carrying out only measures connected directly with the war and has no right to assume the existence of a bottomless national purse. The terrific cost of the proposed new scheme (about £148,000,000 per annum) is bound to react adversely on us. Even if such a scheme were desirable, the only possible time to carry it out would be when the country had reached the peak of prosperity and income tax had sunk to about 6d. in the £.

After the war we shall need every spare penny and every ounce of energy to re-establish our financial position.

Let the Government literally count the cost and think of the national debt before continuing with a deluge of Utopian schemes, the projection and discussion of which appear to be intended only as a "sop" for our fighting men.

JOHN C. LAURENCE.

5, Courtnell Street, W.2.

Russia Overlooked?

"HERE at last," you say, writing of the Government's plan for a national health service in the March journal, "we have . . . the chance for the first time in the history of this or any other nation to create a people physically, mentally, and technically equipped to build the better world of which we dream . . . Nothing like it has been hitherto conceived . . ."

Your effrontery is truly amazing: or can it be, I wonder, that the parochial pundits of Abingdon Street have not yet heard of the Union of Soviet Socialist Republics?

D. J. HUGHES.

Health Dept., New Malden.

WHITEHALL ENCROACHMENT

"The More the Merrier"

MUCH space in our journal and many of our President's recent utterances have been directed against the intervention of Whitehall in local government affairs. Mr. Roberts's statements on this subject have been circulated to branches and to newspapers at our expense. Why?

After all, Parliament is the supreme democratically elected body in this country. It is surely right that the guiding reins should be in its hands. Whitehall merely carries out the instructions of our elected representatives.

Are we to leave our vital health services, etc., to the mercy of a thousand pettyfogging town, county, and urban district councils and other more absurd parochial divisions whose greatest horror is of "another penny on the rates"?

With a few exceptions—mainly the larger authorities—local councils have shown themselves incompetent, and often unwilling, to tackle the larger problems of education and public health. I shudder to think in wh kind of mess civil defence and the fire servi would be had they been left to them. Can trust them with our brave new post-w world?

Admittedly, Westminster has its sho comings. It must delegate the execution purely local affairs. But when N A L G devotes so much energy to denouncing interference (rather describe it as necessa supervision), I am convinced it is not expre ing the views of the majority of its membe who have the welfare of the community heart and who had the sad experience leaving their domestic troubles such as salari superannuation, etc., in local authoritie hands before legislation on superannuati and compulsory arbitration forced the latt to toe the line.

In brief, Government supervision—and t more the merrier—is not only necessary bo to the general public and the local governme officer, but definitely beneficial.

C. GRINTON BERRY.

LONDON GARDEN FETE FOR B & O FUND

At the instigation of the Hammersmith branch, Acton, Barnes, Ealing, Fulham, Richmond, and Willesden branches are organising a big N A L G O Garden Fete to be held at the Schools Playing Fields, Bromyard Avenue, Acton, W.3, on July 1, in aid of the Benevolent and Orphan Fund.

Details will be published next month and in the meantime members are asked to suggest possible sideshows, competitions, etc., and to offer the loan of flags and bunting. Organising secretary: F. G. Holland, Health dept., town hall, Hammersmith, W.6.

A Local Government Weakness

THE four and a half years I have spe in the local government service ha been the happiest of my life, and I do n wish to see the service become merely a bran of the government departments, as seems be the tendency. But, as a temporary offic and therefore not biased by tradition, I ha noticed several weaknesses in the syste which might prove a weapon in the hands Whitehall "reformers."

One with which I am specially familiar the cumbersome and dilatory method of payi accounts by submission to the relative co mittee, then to the finance committee, a then to the council—a system which may ho up payments for as long as three month There are ways in which urgent accounts c be paid, but it does seem unreasonable th items of routine expenditure should take long.

This procedure produces a large number "accounts rendered," and numerous lette of varying degrees of sharpness asking f payment. Many of these are from gover ment departments who, I fear, may "bri this up as evidence against us upon our trial.

"TEMPORARY."

WARTIME VACANCIES

Fair-Play for the Forces

FOR several weeks past I have noticed the "Municipal Journal" that nearly the *important* local government vacancies ha been advertised as permanent positions. appears—were there not 65 applicants for t Westmorland post?—that there is no shorta of candidates. Therefore, if the medical unfit and deferred are prepared to move, suggest that the Ministry of Labour should empowered to transfer any suitable officer any vacancy which would, of course, temporary. The Ministry should comp a list of candidates, (*a*) volunteers, others, and authorities should be compe to fill all vacancies from this register. transferred should be guaranteed their positions back if they failed to retain th positions in open competition after the

In theory, no sacrifice by those at home i great for the heroes who fly and the br fellows who meet the Hun face to fac practice, our professional societies—in N A L G O—find the problem too diffi solve because those at home are prepa take advantage of our absence. Surely just as important to N A L G O that a clerk serving AMGOT should not be de the opportunity to apply for a post at £90 it is for N A L G O to advise members on, Westmorland? It is true, of course, that friend in India, had he received my cable

(Continued at foot of next page.)

NALGO ROLL OF HONOUR

KILLED OR DIED ON SERVICE

, F./Sgt./P., S. T., electricity dept., Tynemouth.
., Lt. B., Liverpool.
, Lt. P. A., Royal Tank Corps, clerk's dept., row.
, Sgt. C. F., engineer's dept., Epsom.
s, C.S.M. M., D.L.I., finance dept., Stanley (died Middle East).
iel, Sgt./A./G. T. W. R., R.A.F., education dept., rmarthenshire.
Sgt./Bomb-aimer W. R., R.A.F., sanitary surveyor's ., Settle.

Hospitality for Warriors

So many branches and individual members ve now offered hospitality to NALGO rriors stationed in other areas that we cannot are space to publish the list. But if members the Forces wishing to avail themselves of the spitality offered will write to the Editor at Abingdon Street, London, S.W.1, he will do best to obtain it for them.

r, A.B. J. D., legal section, Wandsworth.
Sgt. A. V., housing estates dept., Oldbury (in rma).
rison, Sgt. R., R.A.F., finance dept., Stanley.
wkins, Sgt./Obs. A. J., 26, R.A.F., treasurer's dept., osom.
ings, Pte. T., 25, R.C.S., gas dept., Manchester red in S. Africa).
es, Sgt./P. N. E., R.A.F.V.R., Torquay. (in raid on uisburg).
all, F./O. A., R.A.F., clerk's dept., Southend-on-Sea.
xburgh, F./O. S., R.A.F., treasurer's dept., Scarrough.
in, P./O. S., R.A.F., clerk's dept., Oldbury.
kland, Sgt./F./E. E. J., R.A.F., surveyor's dept., ove.

MISSING

ie, Sgt. S. A., R.A.F., accountant's dept., Hove resumed killed).
on, Sgt. L. H. J., 20, R.A.F., treasurer's dept., agenham.
eridge, Sgt. J., R.A.F., electricity dept., Hastings.
ru, F./O. J. W., R.A.F., district library, Cambuslang.
es, O./Sig. M., clerk's dept., Wakefield (presumed lled).

(Continued from preceding page)

e, could have applied for the permanent sition of county librarian for Kent, recently ertised. But, alas, local authorities cannot it whilst men in a Cassino Monastery rden, or (say) behind the Japanese lines in rma, write out their applications, together h three recent testimonials.

T. W. MUSKETT (R.A.F.).

HE WARRIOR'S PROBLEM

ospects on Return

ANY members of NALGO, like myself have had their careers seriously interrupted by the r and have had no opportunity of con-uing their peace-time studies whilst serving the Forces. The government has promised assist students during the transitory period m war to peace. The time has come for a ar-cut policy. In particular, I should like know how far the government's intentions ll include local government officers studying professional examinations, many of whom rt eventually be faced with the decision of: Con returning to their former employment; ign seeking more remunerative employment our elsewhere; or
th
c) in the case of those holding com-The missions in the Forces, remaining in post the Forces.

anoye already been asked twice whether I rd to remain in the Navy after the war. Many others must soon be in the same ent on, and to help us arrive at a decision E essential to know what concessions are ilable and what peace-time opportunities open to local government officers. I hope, herefore, that NALGO will soon have me clear information for members.

SUB-LT. (A) R.N.V.R.

Lee, Sgt. J. C., R.A.F., transport dept., Colchester (presumed killed).
Moore, P./O. A., treasurer's dept., Manchester (presumed killed).
Neal, F./Sgt.-Nvgtr. D. R., R.A.F., health dept., Leicestershire.
Young, Sgt. L., R.A.F.V.R., engineering dept., Durham.

PRISONERS OF WAR

*Chesterton, Sgt. J. H. F., R.A.F.V.R., public assistance dept., Durham.
*Evans, 2nd Lt. T. H., 24, Royal Berks. Regt., education dept., Worcestershire (in Germany).
Little, L./Cpl. R. G., treasurer's dept., Islington (in Germany).
Ross, A./C./2 J. P., R.A.F., chamberlain's dept., Inverness.
Stradling, Pte. H., libraries dept., Oldham.

ESCAPED PRISONER

Fraser, Lt. A. C., 9th Seaforth Highlanders, trunk roads dept., Inverness (captured in 1940 and returned home after hiding in Occupied France for nearly two years).

REPATRIATED PRISONER

*Hampshire, F./O. E. O., R.A.F., finance dept., Haslemere.

* *Previously reported missing.*

AWARDS TO MEMBERS

GEORGE MEDAL

McGinnis, F./Sgt. A. W., R.A.F., health dept., Roxburgh C.C.—"In saving the life of a member of a crashed aircraft from the burning wreckage of the plane while ammunition was exploding and there was danger of bombs exploding, F./Sgt. McGinnis displayed coolness and outstanding gallantry."

MILITARY MEDAL

Kincaid, Cpl. J., R.A.C., weights and measures dept., Greenock—for gallantry in the N. African campaign.

BRITISH EMPIRE MEDAL

Bellamy, Sgt. J. D., R.A.M.C., health dept., Leicestershire—for distinguished service in Sicily.

MENTIONED IN DESPATCHES

Fuchter, L./A./C. G. A., 34, R.A.F., waterworks dept., Manchester—for devotion to duty.
Gilchrist, F./O. J. M., 29, R.A.F., treasurer's (rating) dept., Manchester—for work done during 18 months' operations as navigator on long-range Coastal Command aircraft in the Bay of Biscay and the Atlantic.
Mercer, Petty Officer, S. E., F.A.A., weights and measures dept., Bromley.

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B. W., Nr. Bristol: "I think it is a most beautiful Bible."
W. G. K., Devon: "The wonderful illustrations with the comments and explanations interspersed throughout the Bible make it a Book worthy of presentation to anyone, either old or young. I sincerely trust it will accomplish its object and be a real blessing to very many."

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Civics for the Citizen—More Branches Take Up Public Relations

By "ABINGDON"

THE friendly rivalry between **Stretford** and **Halifax** branches for the most enterprising and successful public relations campaign continues to fill my post-bag with reports and press-cuttings. From Stretford, R. CODD, the tireless P.R.O., tells of a showing, to an audience of 400, of the fine housing film made by Cadbury's, "When We Build Again," followed by a talk, "When Stretford Builds Again," by Councillor Thomason, chairman of the Stretford Housing Advisory Council, in conjunction with which the meeting was organised. It was a lively gathering and there seems little doubt that, as a result of the branch's enterprise, the citizens of Stretford will respond to Councillor Thomason's invitation to dedicate themselves anew to the cause of better housing and to tell the council what they want in layout, design, and amenities for the homes of tomorrow.

Mr. Codd followed up this success with another even more original—a "shadow" council meeting held in the town hall at which, for the edification of representatives of 70 local organisations, youth clubs, and the like, members of the branch took the places of their employers and demonstrated how a council meeting is (or should be !) conducted.

I hope to publish a fuller report of this, next month.

Tomorrow's Citizens

From Halifax, ERNEST HOLT, the no less enthusiastic P.R.O. there, tells me of more lectures by officers to scouts and guides and of visits paid by these junior citizens to the A.R.P. control centre and the town hall. My picture, reproduced by courtesy of the "Halifax Courier," shows an earlier party chatting with Mr. W. Usher, the town clerk, and the mayor, in the mayor's parlour, before attending a lecture on local government given by Mr. Usher in the council chamber. The scouts and guides have also visited the technical college, bus depot, and fire station, while parties of senior schoolchildren have been shown over the hospital and sewage works—and many more visits and talks are planned.

If more branches would take up work of this kind we could be sure that tomorrow's ratepayers at least would have a better idea than have most of today's what they get for their rates—and a keener desire to make the services better still.

Brains to the Fore

Others, of course, are doing good work. At **Bromley**, for example, E. A. A. GOOCH, the P.R.O. and education correspondent, is organing, in conjunction with the W.E.A., a series of classes on public administration, social and political theory, and economics. **Gillingham** has been running a study circle on local government and town and country planning. **Weston-super-Mare** held a lively brains trust, and **Erith** has started a series of film-illustrated lectures on the future of local government.

Bromley education and public relations committee has embarked on another novel venture by issuing a general invitation to former local government officers in the United States Forces over here to meet its members for informal exchanges of view on common problems. There must be many men in the U.S. Army with experience of local administration on the other side of the Atlantic who would welcome an opportunity to compare notes and discuss the differences and similarities of administrative structure and method in the two countries no less eagerly than their British colleagues. If it succeeds, the experiment should be mutually helpful.

Power of the Pen

The fine work in the field of public relations which can be done by individual members of NALGO with a flair for writing or speaking has been well demonstrated lately by E. DIXON GRUBB, engineer and surveyor at Burnham-on-Sea. In addition to publishing, in "Citizen's Choice," an excellent booklet on local government—recently reviewed in these columns and now reissued with a foreword by Vernon Bartlett, M.P.—Mr. Grubb has contributed many articles to magazines and periodicals. One, published in "Good Housekeeping" under the title of "A Local Government Quiz—The In-

telligent Woman's Guide to How Things Get Done," is typical of his popular and interesting, yet authoritative approach. Based on the sort of questions the intelligent woman urged to take an interest in local government might ask, the article explains, simply and clearly, how local government works, what it does, and how essential it is for the ordinary woman in the home, factory, or office to play her part in it. This is first-class public relations, reaching the citizen through his own interests and talking in his own language. There must be many officers who could write similar material, to the benefit of the service and their own financial advantage. Every branch of local government activity is packed with human interest, but it is a mine rarely approached by the professional writer. Why not exploit it ?

An Oxford Example

How interesting it can be has been shown, too, by a series of articles contributed recently to the "Oxford Mail" by officers there and now reprinted as a booklet by Oxford City Council. Few citizens have any idea of the extraordinary range of duties performed by such folk as sanitary inspectors, municipal engineers, public assistance officers ; realise the care that is taken to keep their water and food supplies pure ; or even know of the existence of those "backroom boys," the analysts, bacteriologists, weights and measures inspectors, almoners, and the like. To tell them, as these articles have done, is likely not only to arouse a greater interest in local government but also to evoke a keener public appreciation of the work of those engaged in it.

For Warriors' Families

Many branches have initiated schemes for the welfare of their members in the Forces, looking after their interests and supplying them with news and comforts, but none, so far as I know, has been so ambitious as **Newport** which recently held, in the town hall assembly room, a reception for their wives and parents. The programme included, after an address of welcome by H. N. FITT, branch president, a concert, refreshments, and a speech by the mayor, Councillor H. G. Barter.

Newport has 179 members in the Forces, of whom 65 are overseas. Nine have lost their lives and six have won awards. Since December, 1939, a ladies' comforts committee a the electricity and transport departmer have sent parcels to the warriors, and sin October, 1942, the branch has published outstandingly well-got-up newsletter mainly f their benefit. This latest action provided further graceful reminder that they were from being forgotten and must have delight the warriors themselves as much as it gratifi their families.

A Branch Chaplain

Can any other branch claim the distincti of **Bolton** in including among its officers honorary chaplain ? The REV. W. T. HARR is a former officer who entered the church 1928. Until recently, his services to the bran have been confined to officiating occasiona at the weddings or funerals of members. So months ago, however, in response to a campai by the local Council of Christian Congregatio to persuade all big groups of employees in t area to appoint chaplains who would act counsellor and friend to those needing adv and help and bring the message of the Chur into the office, he was invited and readily agre to undertake this wider duty.

The experiment began a few weeks ago w the holding, before 9 a.m. each Monday, o 15-minute devotional meeting to which members of the staff are invited and which designed as a weekly act of dedication and c for Divine guidance. In addition, Mr. Harr attends at the staff canteen each Thursd during the lunch hour to meet members and give advice and help to all needing it.

A Get-Together Move

While the district committee provides t normal means of contact between branches a particular area, the need is sometimes f for smaller groupings to discuss more spec cally local concerns. To meet this need, fo branches which all have their headquarte in Maidstone—**Kent County, Maidstone, Ma Rivers Catchment Board,** and **Maidsto Malling and Hollingbourn**—have set up joint committee with the object of mutu assistance, the pooling of ideas, and the d cussion of topics of common interest, includi public and press relations and organisation educational, cultural, and social activities. T committee consists of the secretary and thr members of each of the constituent branch and meets quarterly, with provision for spec meetings if necessary. So far, Mrs. M. Rov the secretary, tells me, meetings have been w attended, with lively discussion, and membe have welcomed the opportunity it provid for contact with their colleagues and neig bouring branches.

Over the Half-Century

Yet another member to score his ha century in municipal service is JOHN LINCO who, though he completed fifty years' servi at **South Shields** in March, is carrying on assistant A.R.P. officer until Decemb Starting in the engineers' department as junior clerk, he has served under seven chi with only one 2-year break during the last w when he was in France with the Royal E gineers. A member of the first bran executive committee, he was branch preside in 1938–9 and played a leading part in securi the adoption by South Shields of the Sup annuation Act.

Another fine record is that of H. E. HEWI now president of **St. Helens** branch. founder-member of the branch in 1911, M Hewitt has sat on the executive for 33 yea was branch secretary from 1919 until 1942 23½ years—and has been a member of t North-Western district committee for 25 yea of the staff side of the local joint committ for 21 years, and of the provincial Whit Council for 13½ years. He has attended eve annual conference save one since 1919. Thou others have claimed slightly longer periods particular offices, few members are likely have so wide-ranging an experience NALGO activity.

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SCOTTISH NOTES: President Gives Boost to Public Relations Drive

THE visit of NALGO's president, Mr. Colin Roberts, to Scotland has been not only a great personal success, but has given the Association here a new interest and an urge to still greater achievement. His meetings in Glasgow, Edinburgh, and Dundee were representative and well attended. The Scottish district committee had the biggest attendance in its history. At every meeting there was enthusiasm and a sincere appreciation of Mr. Roberts's outstanding qualities.

The first day of the tour was spent in Glasgow, where the president was principal guest at a luncheon given by the lord provost. Other guests included the chief officers of the city and members of the Municipal Gas Engineers' Association. The morning and afternoon were spent in visits to two of Glasgow's largest hospitals, arranged and conducted by Sir Alexander Macgregor, the medical officer of health and an ex-president of the Glasgow branch.

At Edinburgh, Mr. Roberts was entertained by the branch at a luncheon, the other guests including the lord provost, the Earl of Rosebery, regional commissioner, two principal secretaries of state departments, and the principal corporation officials.

In Dundee, the lord provost, treasurer Caldwell and the leader of the Labour Party in the council were present at a luncheon given by the Dundee branch.

At each of these meetings, the president, after dealing with the Association's great past achievements and future plans in the field of education—his own first enthusiasm and "the backbone of NALGO's work"; service conditions—"we look forward to the day when national scales will not merely be talked about but will be the real thing"; the Rushcliffe committee—"whose work has at long last put nursing on the map"; equality for women—"but let them be interested in every phase of the Association's work, not just what appeals to women"; legal protection—"it is one of my most pleasing thoughts that I have the legal department of NALGO behind me"; and the ancillaries, paid special emphasis to the need to develop a strong and enterprising public relations policy.

Such a policy, he said, would bring the public into partnership with councillor and officer and would counter apathy, the greatest handicap to good administration. Each local authority should have a public relations committee and a public relations officer, the schools should be brought in, there should be a national council of public relations for local government. In this way they would create a more enlightened electorate and a higher standard of public representation.

Though deliberately refraining from any comment on T.U.C. affiliation—"as president I am here to see that justice is done, not to take sides"—Mr. Roberts warned against any action likely to cause disunity in the Association. "A new world lies ahead of us," he said. "We want to take a big part in it, to see that it is a better world. We cannot do that with divided counsels."

The appeal for closer relations with local authorities and the public was warmly commented on at each meeting. The development of our public relations policy may take ti but Mr. Roberts has laid the foundations.

Joint Industrial Council.—The council has agree raise the cost of living bonus "ceiling" from £85 £1000:

The grouping scheme for local authorities is taking shape and the council has approved the minimum salaries for men: Group 1, £210; Grou £200; Group 3, £190; and Group 4, £180. Minir scales for Glasgow and Edinburgh and minimum sal for women are still to be considered. These new sal will operate from the beginning of the financial yea 1945.

Salary Scales—The 1939 award of the J.I.C. has yet been adopted by 13 county councils, four burghs, and 15 burghs.

6000 More Members Wanted—Border counties repo 25 per cent increase during the past month, Ren **county** a 20 per cent increase. The census of m bership just completed reveals that the potential m bership in Scotland is nearly 17,000. That means ne 6,000 still to be recruited!

Perth county has formed its own branch as from Ma

Service Conditions—Kirkcaldy town council has ag to increase superannuation allowances for non-co butory service, and to adopt the J.I.C. award on service pay while retaining the 100 per cent paymen married men and disregarding the earnings of memb wives.

Glasgow has made a successful appeal against dismissal of an investigation officer in the welfare dep ment.

Loanhead council has adopted the latest bonus aw

HOW NALGO PROTECTS ITS MEMBERS

£50 for Libelled Officer

THE value of NALGO's free legal protection of its members has again been demonstrated, this time in South Wales, where judgment for £50 with costs was given in favour of a member who had been libelled.

The member was manager of a gasworks and the libel was contained in a letter addressed to his employing authority by eight employees of the gasworks, alleging that the manager went to the gasworks drunk, was abusive and insulting to the workmen, and was not fit to be in charge of workmen and ratepayers' premises.

Giving judgment after a three-day hearing at Cardiff Assizes, Mr. Justice Hillbery said that the first signatory to the letter, Mr. Christopher Williams, a stoker at the gasworks and local secretary of the Municipal Workers' Union, was "a little affected by the importance of the position at which he had arrived in local affairs, and finding it a little irksome to be under orders and control . . . he was determined to have the plaintiff remove The incidents of which Williams complai were exaggerated and he was actuated by s against the gas manager. The allegati were not justified, and the defence of ju fication therefore failed.

The gas manager was represented by coun with the support of the Association.

A Woman Looks at S. District Committee

By Mrs. M. ROWE

IT was encouraging to find the south-east district committee approving, at its mee on April 15, a resolution from the wom committee calling for a national campaign support of equal pay for equal work and equa of opportunity, and urging all branches to operate. The resolution is to be circulated branches for action. After a reference to fa allowances (state-provided, I hope) the c mittee agreed to support Glasgow's motion equal pay at conference.

I expected another stormy debate on T.U affiliation, but we were skilfully steered a from these troubled waters by a firm chairma

The district officer's statement that, of the district membership, fewer than 25 per cent w women was disappointing, particularly s there must now be more women than men local government. Of more than 80 deleg at the meeting, only eight were women!

Many men give unstintingly of their tal and leisure to the work of the Associati Most women members do not. Why? D this merely reflect timidity, which we can com if we wish, or a fundamental lack of interes social matters, which would be more serious?

Clearly women are not earning their share of fruits of membership while they sit indole waiting for them to be gathered by male lab and dropped into their laps. This uneven divis of work must not continue; it is not reasona to expect that men will continue indefinitely solve women's problems for them.

30 Members Raise £46 for Benevolent Fund!

PRIDE of place in this month's record of good work for the Benevolent and Orphan Fund goes to **Pontardawe** branch. Though it has only 30 members, the branch last year gave £5 5s. out of branch funds. Feeling that this was not enough, the members held a leap year night dance in aid of the fund and a local charity—and made the astounding profit of £81 7s., of which £40 13s. 6d. has been sent to the fund. Were all branches to contribute in proportion, we should this year have an income of more than £170,000!

Another small branch, **Runcorn Rural**, with 39 members, 18 of them in the Forces, has done almost as well, sending £35—£23 from a Christmas draw and the rest from raffles and donations.

More fine achievements recently include:

Bradford, with £218 11s. 10d. in the past twelve months, including £90 18s. 3d. from two draws; £35 10s. 7d. from a dance; £42 3s. from a "Bring and Buy" sale organised by the women members; and £50 from branch funds. In addition, the branch has invited members to increase their monthly subscriptions, with good results.

Grimsby, with another £5 5s. granted under the Sunday Entertainments Act, 1932.

Clacton, with £78 from a public ball in the town hall.

Southampton, with £36 13s. 4d. from a dance and whist drive—bringing its contributions for the first three months of the year to £86 13s. 4d.

Grantham, with £14 5s.—£11 11s. from a raffle of toys made by members, and £1 7s. from a collection made by a few members at their Christmas dinner tables.

Other contributions from social activities include:

Ardrossan £2 11s. 2d. (social evening); **Canterbury £15 10s.** (dance); **Coalville £30** (dances); **Fife** (Dunfermline members) **£17 5s. 2d.**; **Oswestry £7 10s.** (dance and social); **Stafford £19 14s.** (dance); **Sutton Coldfield £14 4s. 9d** (dance and collection at social); **Wolverhampton £20 17s. 9d.** (two dances), and **West Suffolk £15** (dance).

Recent gifts from branch funds include:

Central Warwickshire £5.; **West Suffolk £15**; **Wigtownshire £29.**

Obituary

G. Farmer, H. A. Smith and J. F. Hogg.

We regret to record the deaths of:

Mr. G. Farmer, for 52 years clerk to the Ashby-de-la-Zouch R.D.C. and Board of Guardians, who retired in 1930, but retained his membership of the Leicestershire branch. He died on March 18, aged 92—the oldest member of the branch.

Mr. H. Adam Smith, formerly chief clerk in the treasurer's department at Battersea, aged 72. A founder-member of the branch, he was for many years its treasurer and chairman.

Mr. J. Frederick Hogg, former borough librarian, Battersea, and a keen NALGO worker, aged 69.

"Green and Pleasant Land

WHILE the London theatre list today prese in the main an uninspiring collection escapist rehashes, there are a few exceptions. of the most recent, excellently produced and ac at Unity Theatre, is a refreshing glimpse of part the theatre could play in cultural "Green and Pleasant Land"—Leonard Pec first full-length play—deals with the clash of id in this country at the beginning of the 1 century, with the tumultuous growth of indust exploitation and the resistance put up nota by the Chartist movement. There are occasio scenes of great beauty and if the plot is har worthy of the theme, the play as a whole is b real and satisfying.

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SALARIES AND SERVICE CONDITIONS

METROPOLITAN

The South Metropolitan district council has approved the new constitution subject to the grant to it of freedom of action in dealing with measures to encourage the study of administration, health and welfare work, and lectures, conferences, etc., on subjects of general interest to staffs, and has approved the fifth bonus award and the restoration of annual leave to a maximum of three weeks.

SALUTE THE SOLDIER

Now and during the coming weeks many areas will be holding their "Salute the Soldier" savings drives. Members who buy savings bonds by means of N A L G O life assurance policies can have the purchase credited to their districts during "Salute the Soldier" weeks. All that is needed is to send a proposal for a savings bonds life assurance policy. As soon as this has been accepted and the first monthly instalment of the annual premium paid, a sum equal to buy savings bonds which are allocated to the policy-holder's district.

Premium on savings bonds policies for income-tax abatements in the same manner as other classes of life assurance. Leaflets giving rates of premium may be obtained from local correspondents or from N A L G O, 24, Abingdon Street, London, S.W.1.

NORTH WESTERN AND NORTH WALES

The **Lancashire and Cheshire** and the **North Wales provincial council's** have approved the 5th bonus award and the restoration of normal holidays.

Workington branch has negotiated with the establishment committee of the council a new set of conditions of service regulations, covering sickness payments, holidays, etc., and it is hoped that this will be followed by the setting up of a joint staffs committee.

NORTH EASTERN

Crook and Willington U.D. has agreed to pay 60ths for non-contributory service.

Guisborough U.D. has agreed to make up war service pay in full.

Middlesbrough C.B., Hexham R.D. and **Stockton R.D.** have decided to join the provincial council.

Stanley U.D. has granted an application for the transfer of temporary rent collectors to Grade B of the provincial scales.

Sunderland C.B. after hearing a deputation from the Association has agreed to regrade 24 officers and to adjust the salaries of two others. Negotiations are continuing for the regrading of more officers.

Whickham U.D. has increased the salary of the surveyor to £500 rising to £550.

SOUTH EASTERN

The **Southern Home Counties provincial council** has approved the 5th bonus award and the restoration of normal holidays up to a maximum of three weeks.

Chatham branch has doubled its membership in the past few weeks.

Chichester B., "in view of the many recent decisions of the National Arbitration Tribunal ordering the adoption of The Bolton Agreement" has decided to supplement war service pay in accordance with that agreement.

The newly-formed branches at **Hythe** and **Rye** have already attained 100 per cent membership.

Leatherhead U.D. and **East Ashford** have become members of the provincial council and **Newhaven U.D.** has resumed its membership.

The disputes committee of the provincial council has decided that **Dover B.** should adopt its grading and classification scheme.

EASTERN

West Suffolk branch, through its local joint committee, has negotiated an improved salary scale with the county council and has secured the latest civil service bonus award.

SOUTHERN

Cowes U.D. has become a constituent member of the Southern provincial council.

SOUTH-WESTERN

Wells B., Melksham U.D., and Kerrier R.D. have become constituent members of the South Western provincial council.

Truro R.D. has adopted a grading scheme within the ambit of the provincial council scales.

Wells B. has adopted a grading scheme prepared by the district officer in conformity with the provincial council scales.

Kerrier R.D. has increased the salaries of members of the permanent staff.

An appeal for regrading of the post of housing manager at **Penzance,** as "administrative" instead of "senior clerical," made to the South-Western provincial council by the district officer, was successful, and the corporation has agreed with the finding.

Calne and Chippenham R.D. have adopted the following new junior scales:

Junior clerks: £60 (at 16) + 15—£135 (at 21).

Junior shorthand typists: £73 (at 16) + 15—£148 (at 21).

Cost of Living Unchanged

The Ministry of Labour cost of living index stood unchanged last month at 200, representing an increase of 29 per cent since the outbreak of war.

Nalgo Addresses

Headquarters (all departments)—**The Gen Secretary, N A L G O, 24, Abingdon Street, Lon S.W.1** (Telegram NATASSOC, Parl., London; Teleph WHitehall 9351).

"Local Goverment Service" editorial.—Ed 24, Abingdon Street, London, S.W.1.

"Local Government Service" advertisemen A. Darby's Advertising Agency, Cobham House, 24, B Friars Lane, London, E.C.4 (City 6686).

District Officers: Metropolitan—T. M. Kers 27, Abingdon Street, London, S.W.1 (WHitehall 93

North Western and North Wales—H. Corse Mount Street, Manchester 2 (Blackfriars 7668).

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The above is from a recent letter sent by a stud to the Nalgo Correspondence Institute. Today, t N.C.I. is coaching more than 600 students, 90 of th in the Forces—and in addition has sent courses to students in German prison camps.

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North Eastern—W. J. Upton, Milburn House Dean Street, Newcastle-upon-Tyne (Newcastle 24

East and West Midlands—J. E. N. Davis, 14, Earls Gardens, Birchfields, Birmingham 20 (Birchfields 5

Eastern—F. Thomas, 54, New Street, Chelm (Chelmsford 4347).

South Eastern—A. Procktor, Star House, Pud Lane, Maidstone (Maidstone 4428).

Southern and South Western—N. M. Wood 16, The Crescent, Taunton (Taunton 2779).

South Wales and Monmouthshire—A. H. G 11, Park Place, Cardiff (Cardiff 1646).

Scotland—J. L. Robson, 67, West Nile Street, Glas C.1 (Douglas 0404).

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